

# GEORGIA'S WORKFORCE: AN ANNUAL REPORT



Georgia  
Department of Labor

Mark Butler  
Commissioner

# Georgia's Workforce: An Annual Report

**Georgia Department of Labor  
Mark Butler, Commissioner**

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The WS&ER Division produced this book under the leadership of Dr. Rosa Hayes, Assistant Commissioner; Ralph Towler, Assistant Director WI&A, and Mark Watson, Program Chief. Faye Duzan provided planning and direction. Maps were prepared by Hans Friedrichsen. The tables, charts, and analyses were prepared and provided by Shan Lou, Michael Alzubaydi and Chris Wells. Cover art was designed by Helen Kim. Editorial services were provided by Ginger Blackstone, Director of Economic Development.

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## -Abstract-

*“Georgia’s Workforce: An Annual Report”* is an overview of the economic conditions Georgia currently faces. This publication is designed for policy makers, business leaders, workforce professionals and students seeking insight into the overall economic health of the State of Georgia. These insights include analyses of the strengths and weaknesses faced by Georgia’s population.

Over the past ten years, Georgia has experienced both tremendous growth and devastating losses. The highs have meant new businesses, increased wealth, improvements to local communities and access to better school systems. The lows left record unemployment, massive job loss and the first reduction in civilian labor force in nearly twenty years. Taking into account both highs and lows, the *Guide* examines the last decade in three time periods: the full decade, 2000-2009; the current recession, 2007-2009; and how Georgia has fared most recently, 2009. The analyses are divided into four sections, *Population and Civilian Labor Force*, *Unemployment Insurance Statistics*, *Industry Analysis* and *Wages*. These areas are highlighted to provide detailed analyses on the health and progress of Georgia’s labor market during the decade.

*Population and Civilian Labor Force* examines the characteristics of the individuals whom live and work in Georgia. *Unemployment Insurance Statistics* provide information on Georgia’s jobless workers and the impact of unemployment on the State. *Industry Analysis* focuses on the types of industries currently in Georgia, their locations and the types of jobs they provide. Lastly, *Wages* provides information on what Georgians earn and what industries offer the most competitive wages.

Each of the four sections contains information at the state and county levels, as well as the Workforce Investment Act (WIA) areas, thereby presenting detailed analyses on various trends throughout the decade. A map showing Georgia’s 159 counties and twenty WIA areas is included for reference.

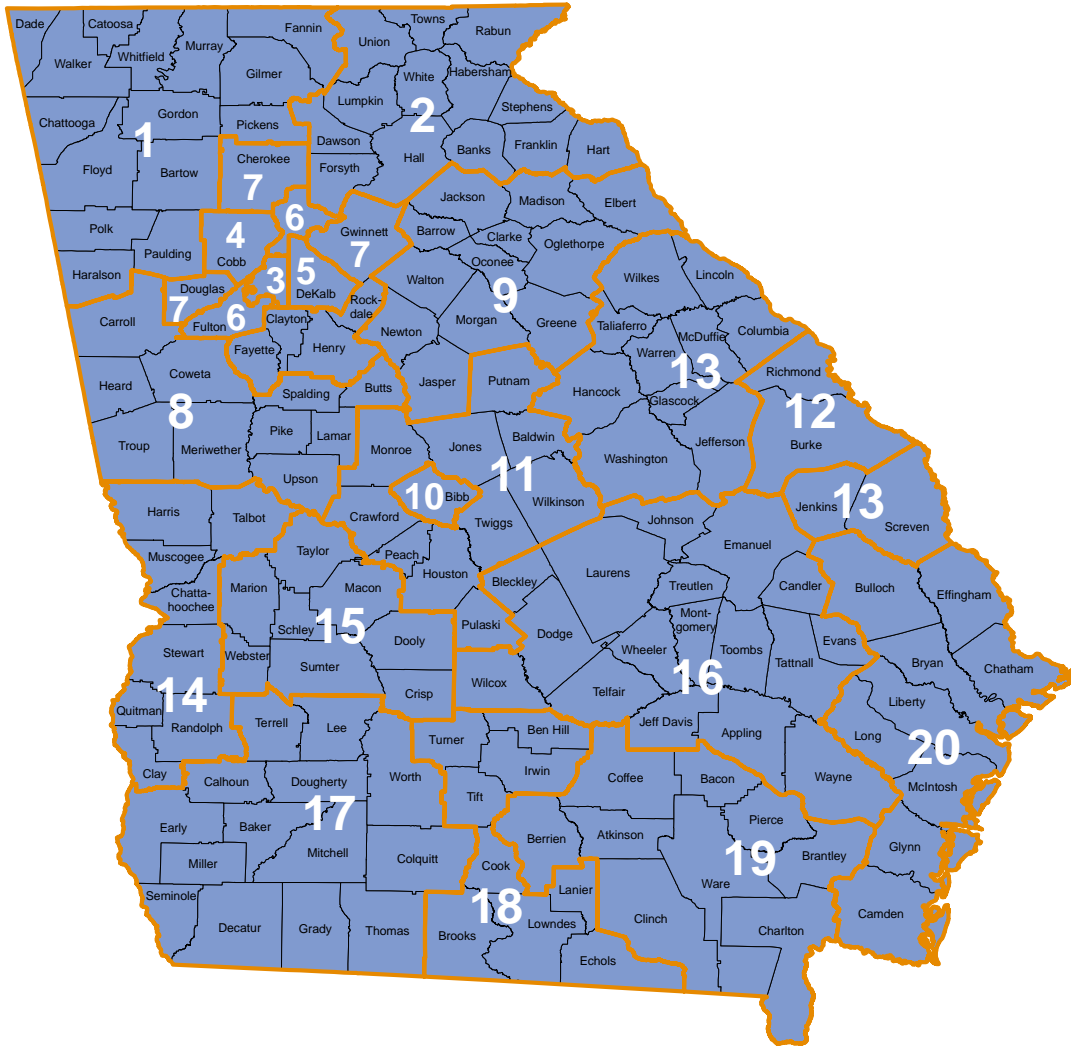
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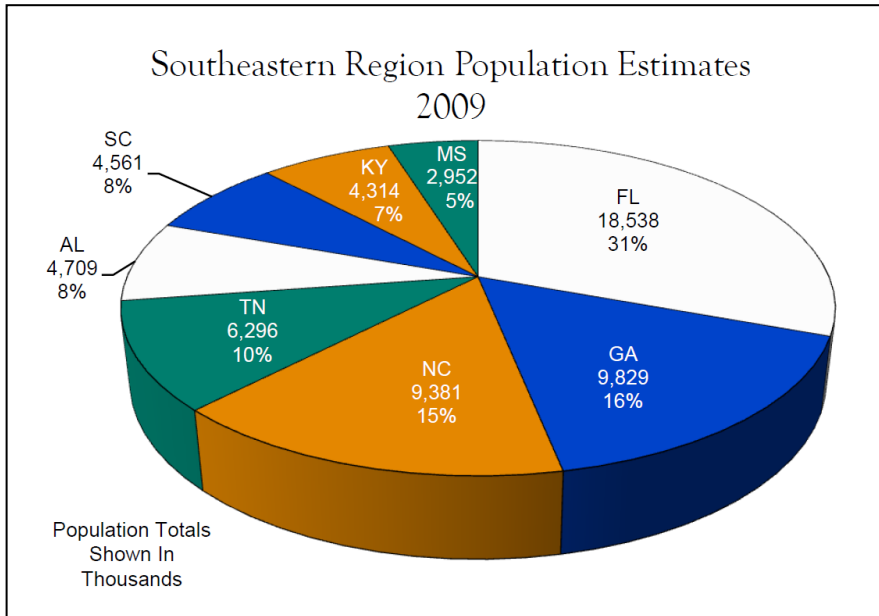
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# Workforce Investment Act Area Reference Map



- |                           |  |                                |
|---------------------------|--|--------------------------------|
| Area 1 = Northwest GA     | Area 8 = West Central GA               | Area 14 = Lower Chattahoochee  |
| Area 2 = GA Mountains     | Area 9 = Northeast GA                  | Area 15 = Middle Flint         |
| Area 3 = City of Atlanta  | Area 10 = Macon-Bibb                   | Area 16 = Heart of GA Altamaha |
| Area 4 = Cobb County      | Area 11 = Middle Georgia               | Area 17 = Southwest GA         |
| Area 5 = DeKalb County    | Area 12 = Richmond / Burke<br>Counties | Area 18 = South GA             |
| Area 6 = Fulton County    | Area 13 = East Central GA              | Area 19 = Southeast GA         |
| Area 7 = Atlanta Regional |  | Area 20 = Coastal              |

- The Workforce Investment Act (WIA) of 1998 was implemented in Georgia in July 2000 and established 20 local Workforce Investment Boards to oversee the implementation of the Act across Georgia.
- Based on the concept of a “one-stop” system, this customer focused delivery system, streamlines access to job training, education and employment services for customers including youth, adult and older workers. Access to labor market information is a key component of WIA area services.

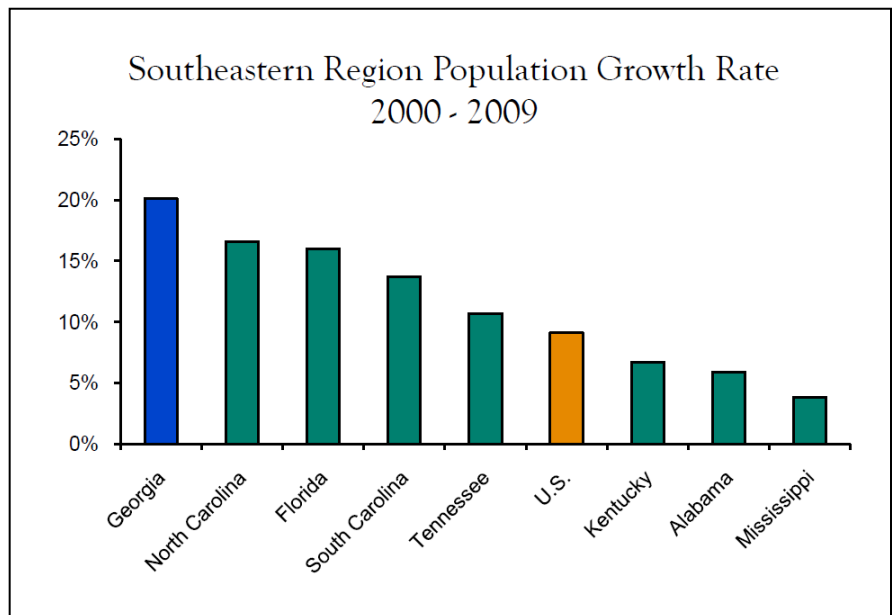


- Georgia comprises 3.1 percent of the U.S. population, while the entire southeastern region accounts for approximately twenty percent.
- With an estimated 9,829,211 persons covering 57,507 square miles, Georgia's population density of 171 persons per square mile is nearly twice as high as the U.S. density of 87, but ranks third in the southeastern region behind Florida (346) and North Carolina (193).

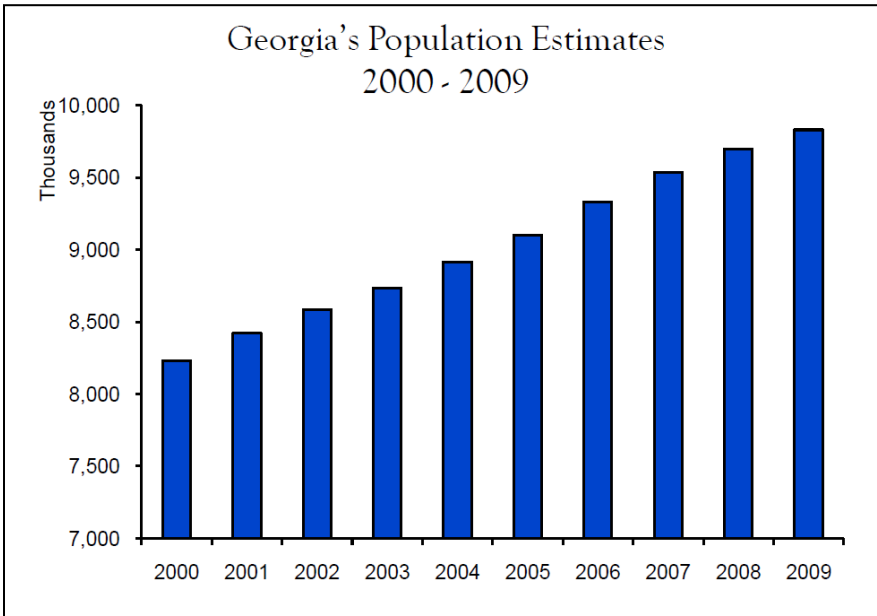
Data Source: [U.S. Census Bureau](http://www.census.gov)

- Geographically, Georgia is the largest state in the southeastern region, and with Florida, accounts for almost half of the region's total population.
- Nationally, Georgia is ranked as the ninth most populous state and is expected to surpass Michigan as the eighth most populous state in the 2010 census.
- Factors affecting population estimates include natural increase (births minus deaths) and net immigration (domestic and international).
- Georgia's population includes being ranked eighth in births, tenth in deaths, fifth in domestic immigration, and seventh in international immigration.
- Over half (52%) of Georgia's population growth is attributed to immigration - 67 percent of which are classified as domestic and 33 percent as international.

- Since 2000, Georgia is ranked fourth in the U.S. in both net population growth (1,642,430 individuals) and population percent growth (20.1%).
- Georgia's total population growth over the decade is the highest in the southeastern region and has more than doubled the U.S. rate of 9.1 percent.



Data Source: [U.S. Census Bureau](http://www.census.gov)

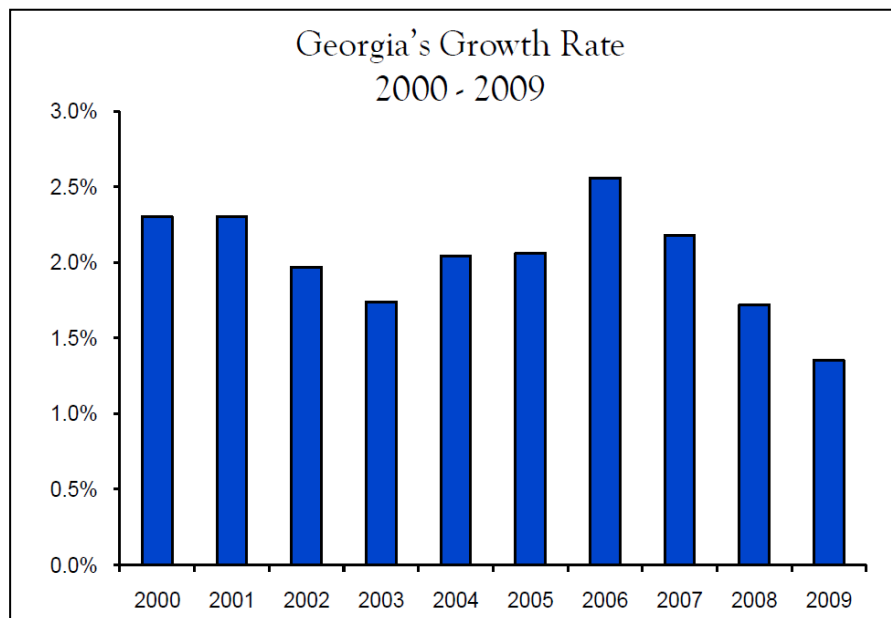


- Georgia's population has grown from 8,186,781 in 2000 to 9,829,211 in 2009.
- Females have consistently made up 51 percent of Georgia's population throughout the decade.
- Georgia's median age grew from 33.4 in 2000 to 34.7 in 2009; comparatively, the U.S. median age went from 35.3 in 2000 to 36.8 in 2009.

Data Source: [U.S. Census Bureau](http://www.census.gov)

- At the start of the decade, Georgia's population 55 and older made up eighteen percent of the population but has grown to 21 percent in 2009.
- In 2009, Georgia had one of the most diverse populations in the U.S. Whites comprised 65 percent of the population, while African-American and Others (all other races) comprised 30 and five percent, respectively.
- Whites have grown at a rate of fifteen percent, African-Americans at a rate of 25 percent and Others at a rate of 62 percent for the decade.
- While Hispanics can belong to any racial group; they have grown at a rate of 88 percent.

- Georgia is one of four states that has grown on average two percent a year over the past decade.
- For the period 2008 to 2009, Georgia's population grew by 131,373 persons, or 1.4 percent, placing the state fourth nationally in net increase and ninth in percentage increase.
- 2006 saw the greatest growth rate in the decade (2.6%).

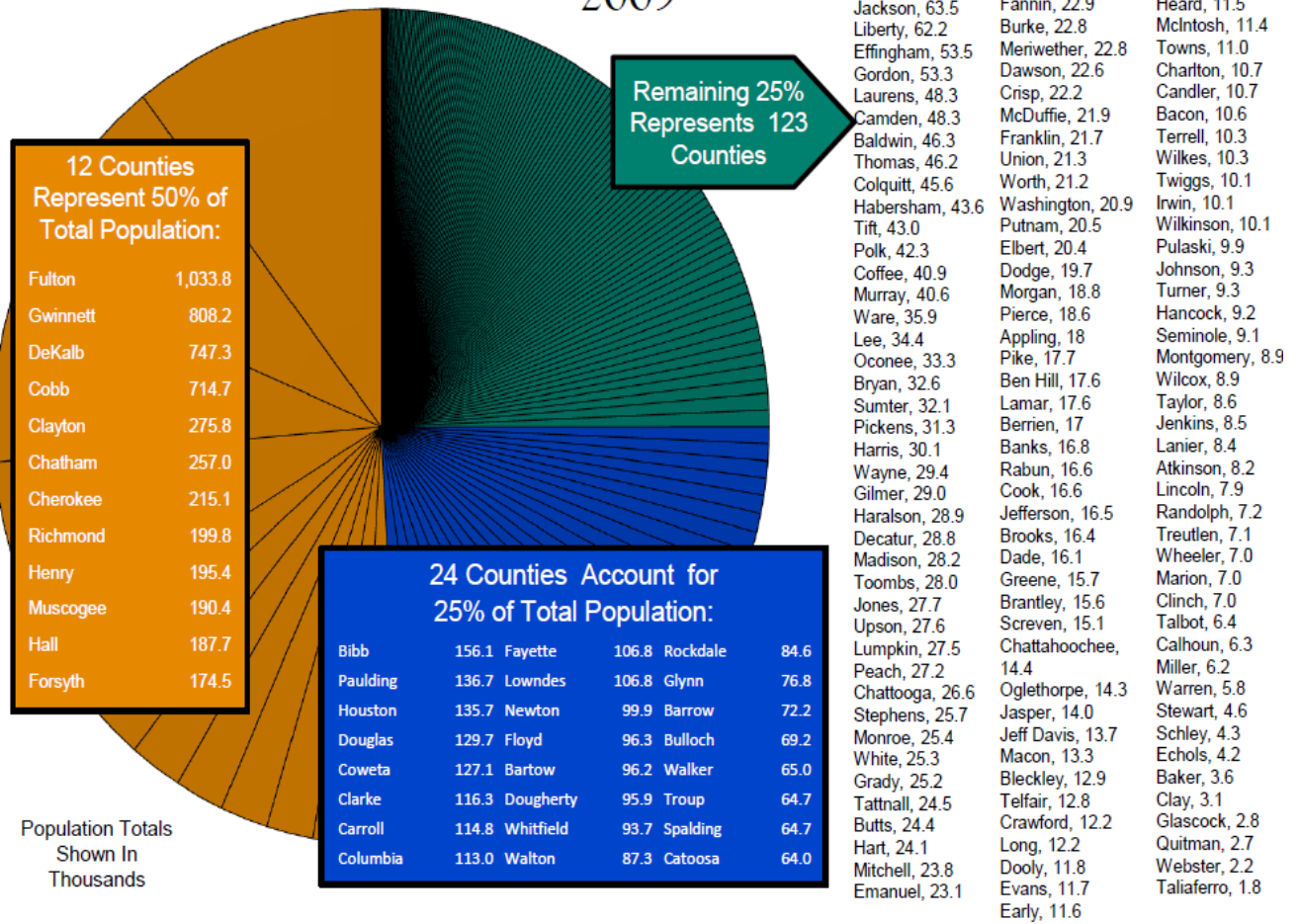


Data Source: [U.S. Census Bureau](http://www.census.gov)



# Georgia's Population by County

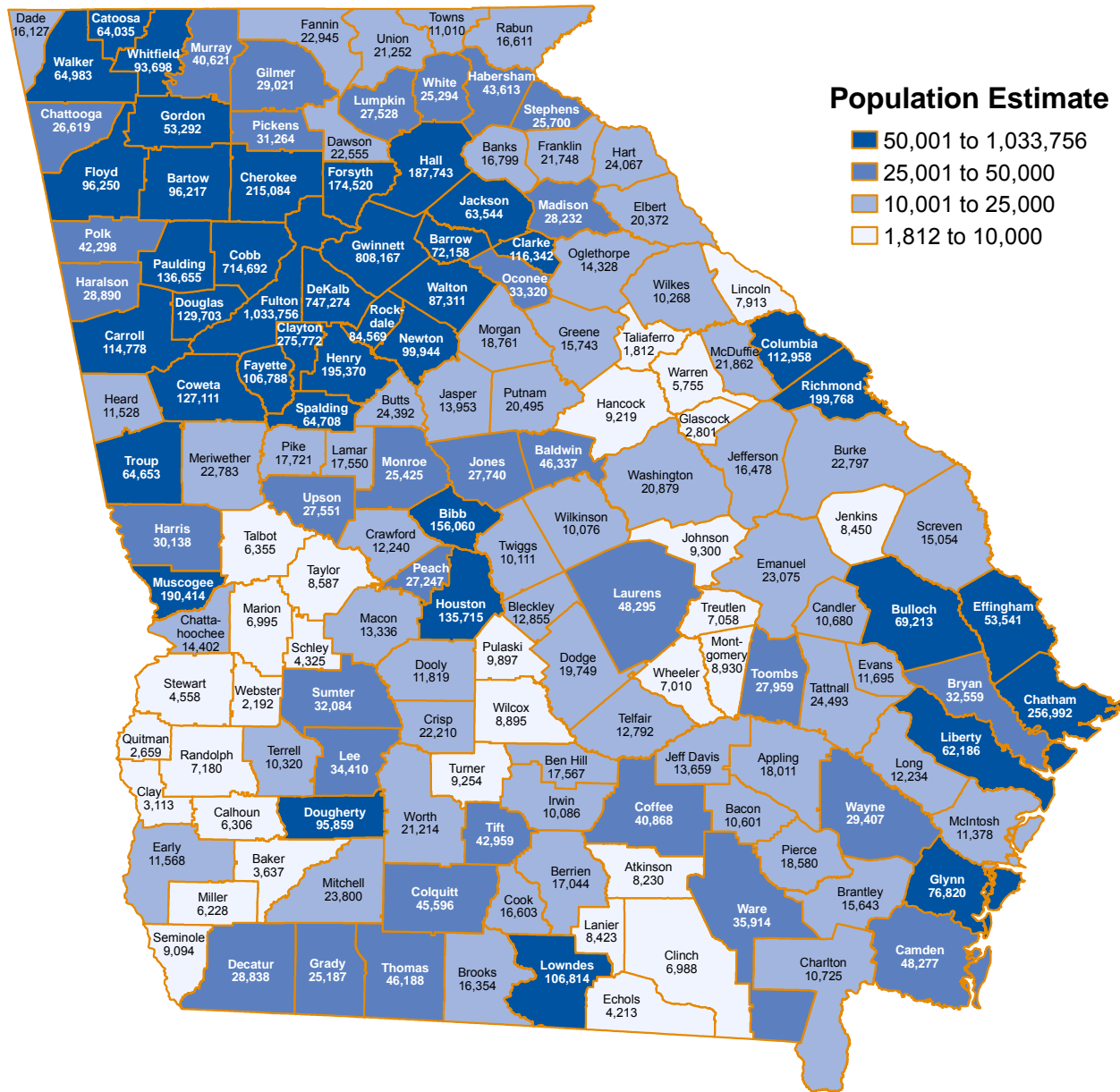
## 2009



Data Source: [U.S. Census Bureau](http://www.census.gov)

- Georgia has 159 counties, ranked second to Texas' 254 in the nation.
- Seventy-five percent of Georgia's total population resides in less than 25 percent of Georgia's counties.
- Twelve counties, all of which are associated with metropolitan areas, account for 50 percent of total population. Another 25 percent of Georgia's population is attributed to 24 counties. The remaining 123 counties comprise the last 25 percent of total population.
- Of the twelve most populous counties, eight are located in the Atlanta-Sandy Springs-Marietta Metropolitan Statistical Area (MSA).
- A total of 121 counties have less than the state average population of 61,800.
- There are 70 counties with fewer than 20,000 in population.
- In 2008, Fulton County became Georgia's only county to surpass one million people in total population, which is more than 10 percent of the state's total.

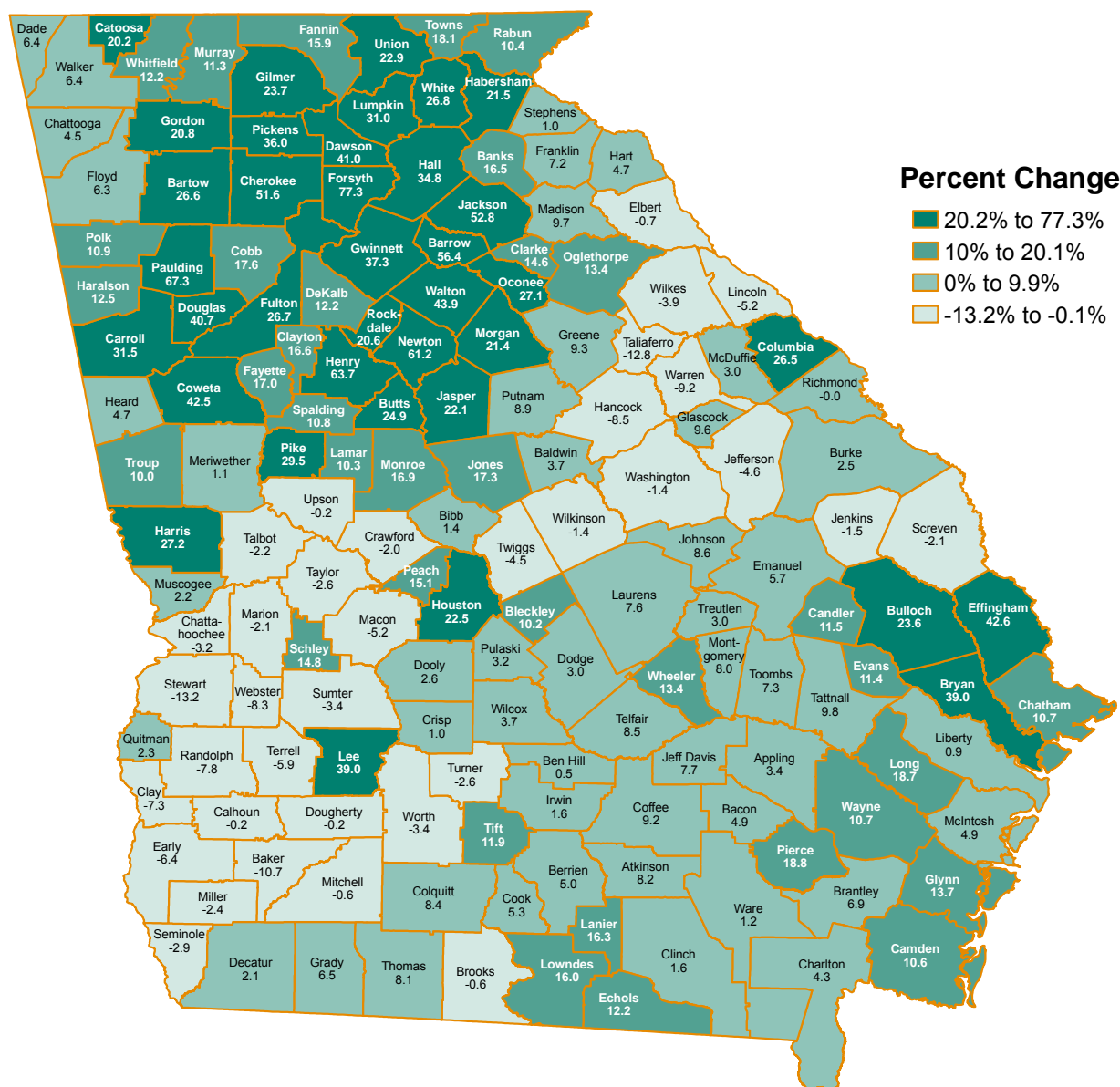
# Georgia's Population Estimates 2009



Data Source: [U.S. Census Bureau](http://www.census.gov)

- Georgia's four most populous counties, Fulton, Gwinnett, DeKalb, and Cobb, make up more than one-third of its population.
- Fulton, Gwinnett, DeKalb, and Cobb are ranked 39<sup>th</sup>, 64<sup>th</sup>, 76<sup>th</sup>, and 84<sup>th</sup> respectively as the nation's most populous counties.
- Georgia's four least populous counties, Taliaferro, Webster, Quitman, and Glascock, all have less than 3,000 residents each.

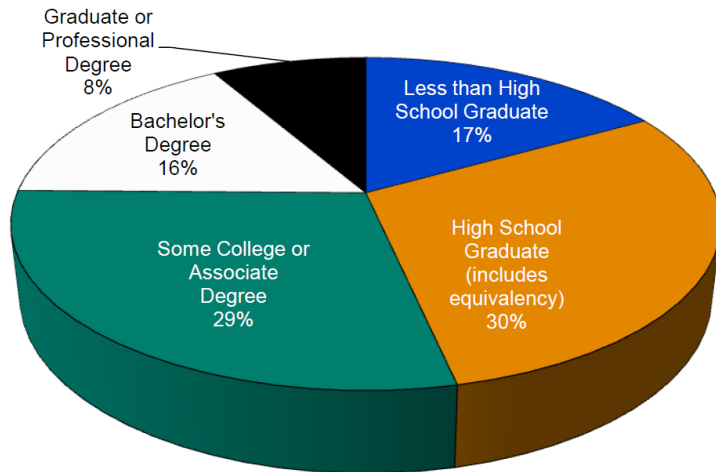
# Georgia's Population Growth Percent Change from 2000 - 2009



Data Source: [U.S. Census Bureau](http://www.census.gov)

- Over the decade, two Georgia counties have been in the top ten and six in the top 25 in population growth among all U.S. counties whose populations exceed 10,000.
- Seventeen counties in Georgia's are among the nation's 100 fastest-growing, more than any other state.
- Forsyth County ranks first in Georgia and sixth nationally in population growth rate over the decade.
- Fulton, Gwinnett, DeKalb, and Cobb counties have accounted for 38 percent of Georgia's population growth since 2000.

## Georgia's Population Educational Attainment by Total Population 18+ Years Old



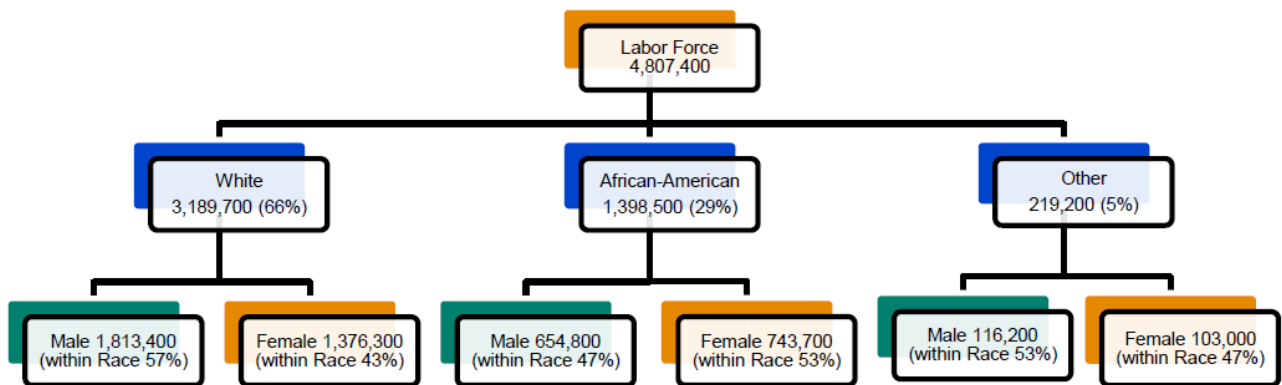
- According to the 2008 American Community Survey (ACS), Georgia's total population over the age of eighteen is 7,245,419.
- Twenty-four percent of Georgians eighteen years or older have received a bachelor's degree or higher, which is consistent with the national average.
- Forty-five percent of Georgians 18 to 24 have some college, an Associate degree or higher.

Data Source: [American Community Survey 2008](#)

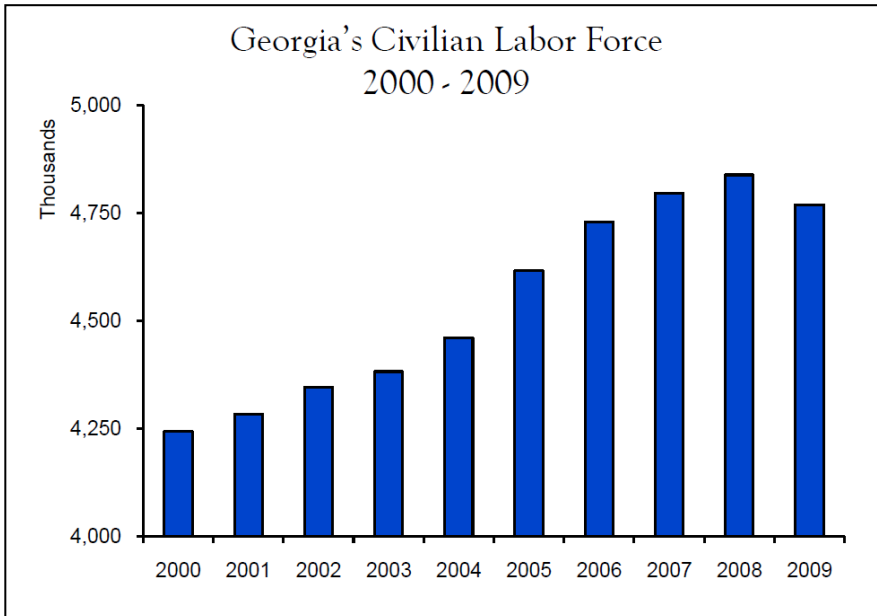
- Civilian labor force (CLF) is defined as all persons sixteen years of age and older within a specified geographic area that are either employed or unemployed and actively seeking employment, excluding those serving in the military or in institutions such as prisons or mental hospitals.
- According to the U.S. Bureau of Labor Statistics, the labor force participation rate is the "share of the population sixteen years and older working or seeking work."
- Georgia's labor force is as racially-diverse as is its population, with 66 percent classified as White, 29 percent African-American, and five percent as Other.
- In 2009, men continued to make up a majority of the workforce (54%).
- While Hispanics can be from any racial group; they comprise 8.4 percent of Georgia's labor force.

## Georgia's Labor Force Demographics from the Current Population Survey (CPS)

2009



Data Source: Georgia Department of Labor, Bureau of Labor Statistics, [Current Population Survey](#)

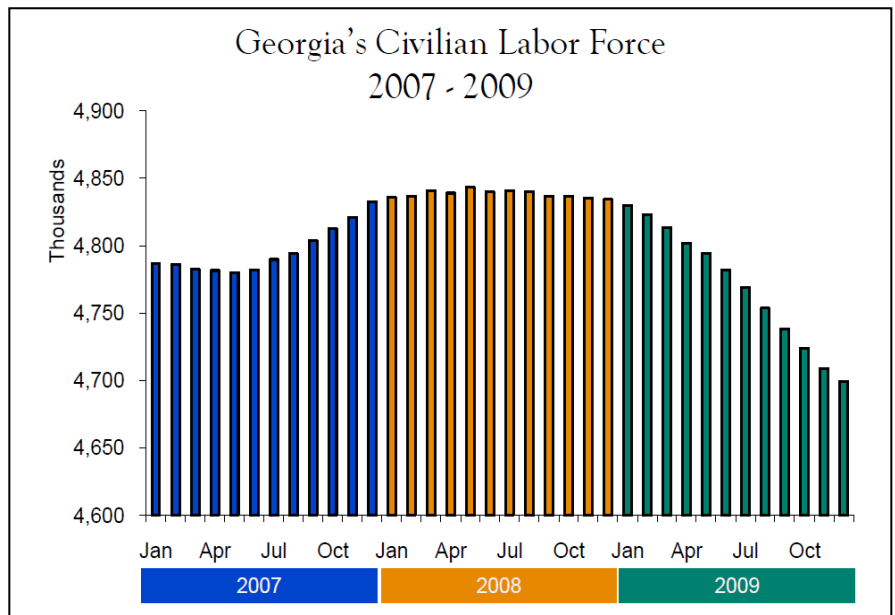


- Over the decade, Georgia's labor force grew by 12.4 percent from 4,242,889 in 2000 to 4,768,923 in 2009.
- The largest civilian labor force on record in Georgia occurred in 2008 and exceeded 4.8 million individuals.
- During the period 2000 to 2008, the civilian labor force had increased by fourteen percent, before declining by almost 1.5 percent in 2009.

Data Source: Georgia Department of Labor, [Local Area Unemployment Statistics \(LAUS\)](#)

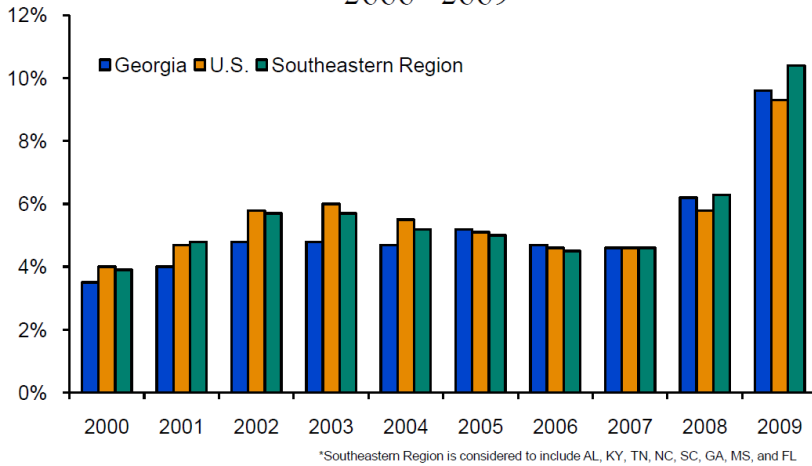
- Georgia's civilian labor force eclipsed its average percentage increase of 1.24 percent per year in 2004, 2005 and 2006, with its greatest percent increase occurring in 2005 at a rate of four percent.
- Georgia's first annual decline in the civilian labor force since 1991 occurred in 2009, as the labor force shrunk one percent or nearly 70,000 individuals. In 1991 the labor force declined by almost 1,500 individuals.
- Since the recession began in December 2007, Georgia's civilian labor force has shrunk by 133,666 or 2.77 percent, from 4,832,698 to 4,699,032.
- The civilian labor force participation rate fell from 68.2 in 2007 to 65.7 in 2009.

- Beginning in October 2008, Georgia experienced fifteen consecutive months of decline in the labor force.
- In December 2009, Georgia experienced its lowest monthly civilian labor force total since April 2006.
- May 2008 was the largest monthly labor force recorded in Georgia at 4,843,126 individuals.



Data Source: Georgia Department of Labor, [Local Area Unemployment Statistics \(LAUS\)](#)

### Unemployment Rate Georgia, U.S., and Southeastern Region\* 2000 - 2009



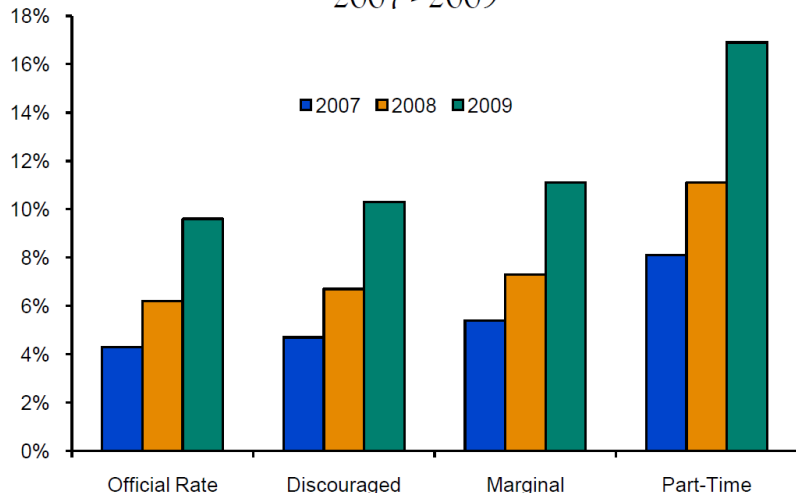
- Georgia's annual unemployment rate exceeded the national average from 2004 to 2006 and 2008-2009, while also surpassing the southeastern region's rate in 2005 and 2006.
- The unemployment rate in Georgia went from 3.6 percent in January 2000 to 10.3 in December 2009 (unadjusted).
- November 2000 was the lowest recorded unemployment rate (3.3%)

Data Source: [U.S. Bureau of Labor Statistics](http://www.bls.gov)

- Civilian labor force estimates come from a cooperative program between the states and the U.S. Department of Labor, Bureau of Labor Statistics to ensure comparability nationwide.
- The data are routinely produced for all Georgia counties, Metropolitan Statistical Areas (MSAs), cities of 50,000 or more, and statewide.
- Additional statewide details about the labor force are provided by the *Alternative Measures of Labor Underutilization* data which defines workers who identify themselves as discouraged, marginally attached to the workforce and working part-time for economic reasons.

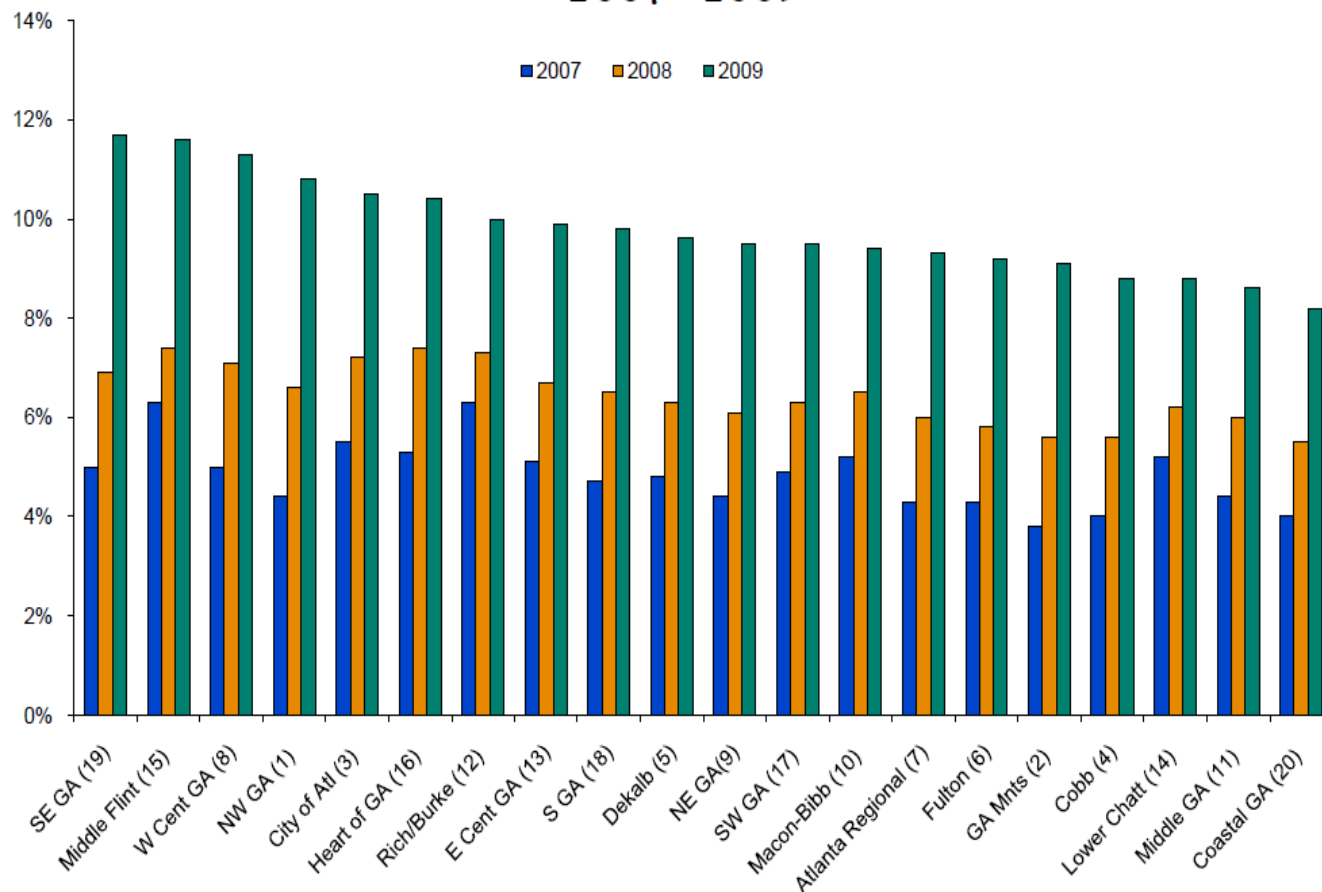
- "Discouraged" refers to individuals who are not currently searching for a job because they believe no work is available.
- "Marginal" refers to individuals who are not currently searching for a job due to school, family responsibilities, poor health, or transportation issues.
- "Part-Time" refers to individuals working part-time who would prefer to work full-time.

### Georgia's Alternate Measures of Unemployment 2007 - 2009



Data Source: [Bureau of Labor Statistics-Alternative Measures of Labor Underutilization](http://www.bls.gov)

## Unemployment Rates by Workforce Investment Act (WIA) Areas 2007 - 2009

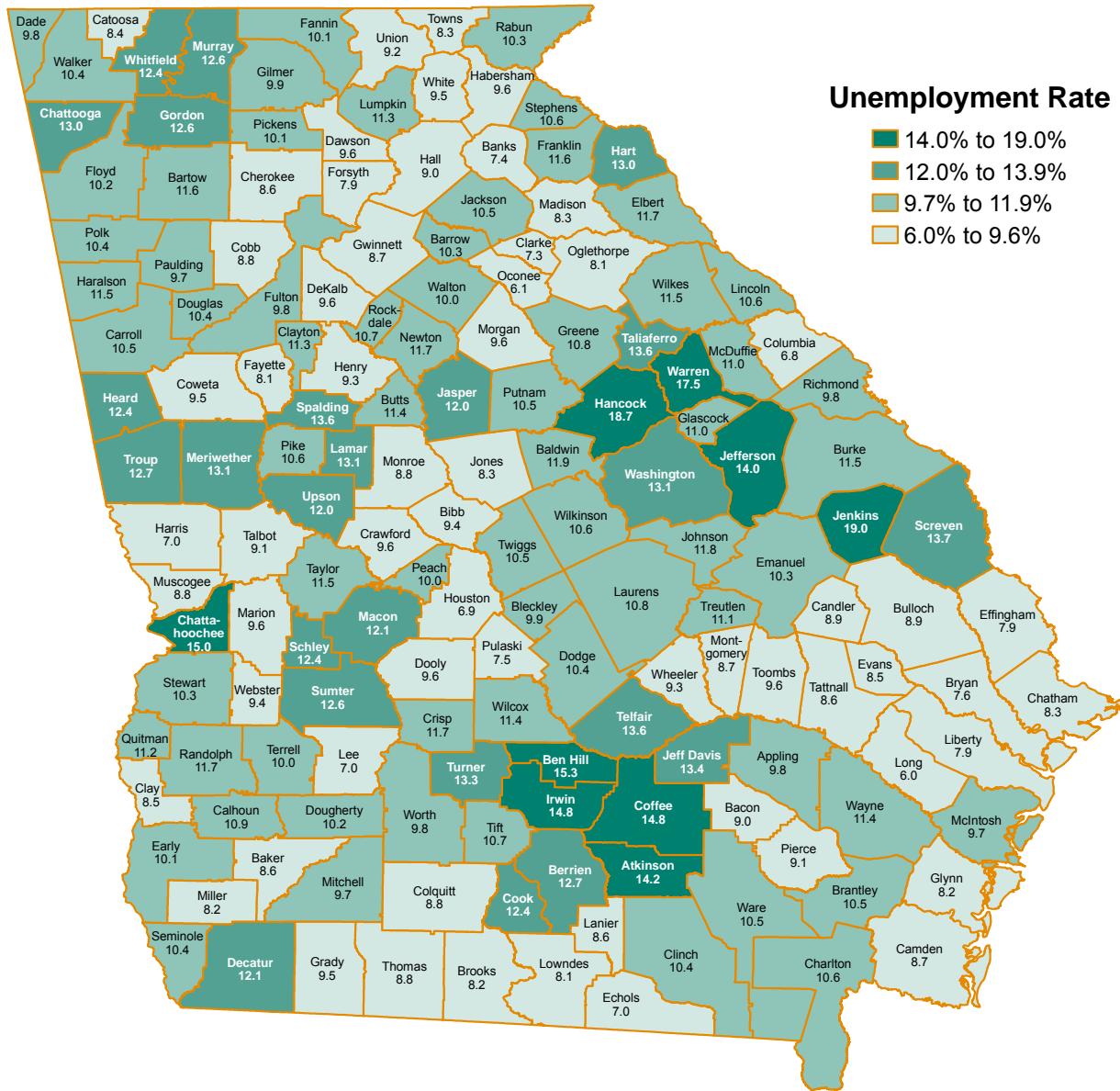


Data Source: Georgia Department of Labor, [Local Area Unemployment Statistics \(LAUS\)](#)

- The unemployment rates for the past three years show a fairly similar picture for each of Georgia's twenty WIA areas. Every area experienced fairly significant increases from 2007 – 2008 and again from 2008 – 2009.
- In 2007 (blue bars), Georgia's rate was 4.6 percent. More than half of all WIA areas (12) were at or above the state rate.
- By 2008 (orange bars), Georgia's rate had climbed to 6.2 percent and thirteen WIA areas had rates at or above the state rate.
- In 2009 (teal bars), Georgia's rate was 9.6 percent, but half of Georgia's WIA areas (10) were doing better than the state rate.
- While these ten areas had unemployment rates lower than the state rate, ranging from 8.2 percent to 9.5 percent, they were still well over the 2007 rates that marked the beginning of the recession.
- Increasing 7.5 percentage points, the Northwest Georgia and West Central Georgia WIA areas had the greatest increases in unemployment rates since 2000, going from 3.3 to 10.8 percent and 3.8 to 11.3 percent, respectively.

# Georgia's Unemployment Rate by County

## 2009 Annual Average

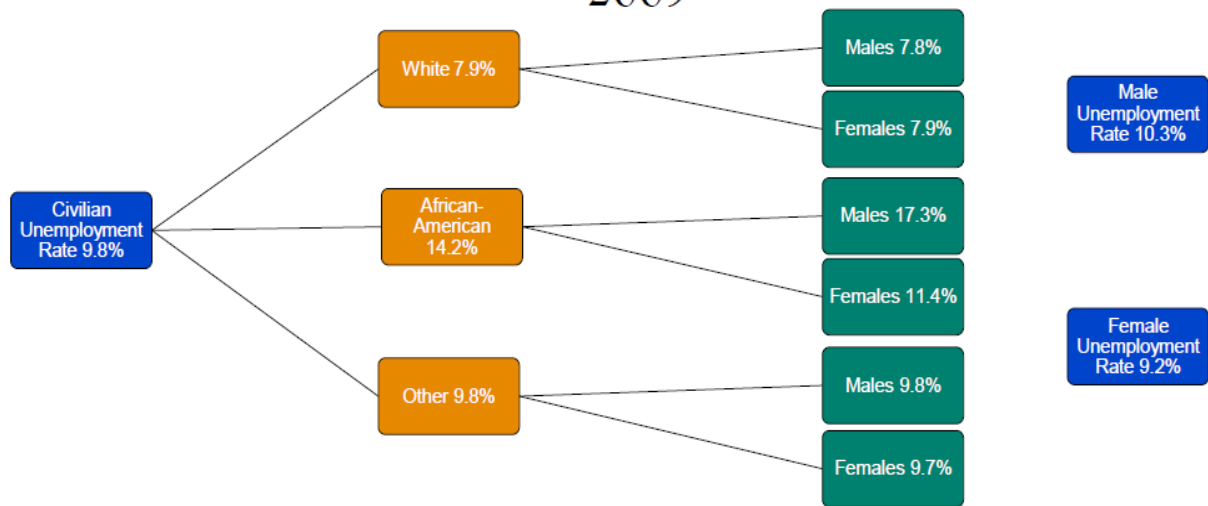


Data Source: Georgia Department of Labor, [Local Area Unemployment Statistics \(LAUS\)](#)

- There were 61 counties (38%) that had unemployment rates at or below the state rate of 9.6 percent. Comparatively, the U.S. unemployment rate was 9.3 percent.
- The remaining 98 counties (62%) had unemployment rates higher than the state rate. Nine counties had unemployment rates ranging from fourteen percent to nineteen percent. None of the nine counties are a part of any metropolitan area.
- In 2009, Long County had the lowest unemployment rate, six percent, while Jenkins County had the highest at nineteen percent.



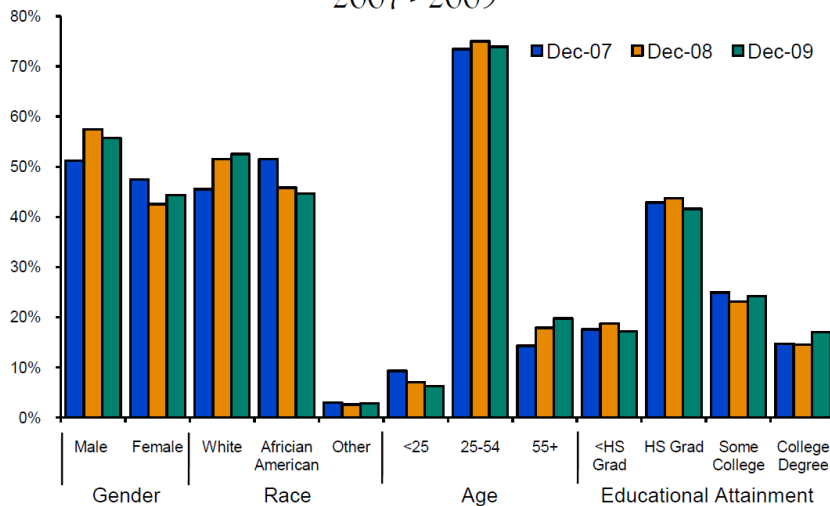
## Civilian Unemployment Rate by Gender and Race 2009



Data Source: Georgia Department of Labor; U.S. Department of Labor, Bureau of Labor Statistics, [Current Population Survey](#)

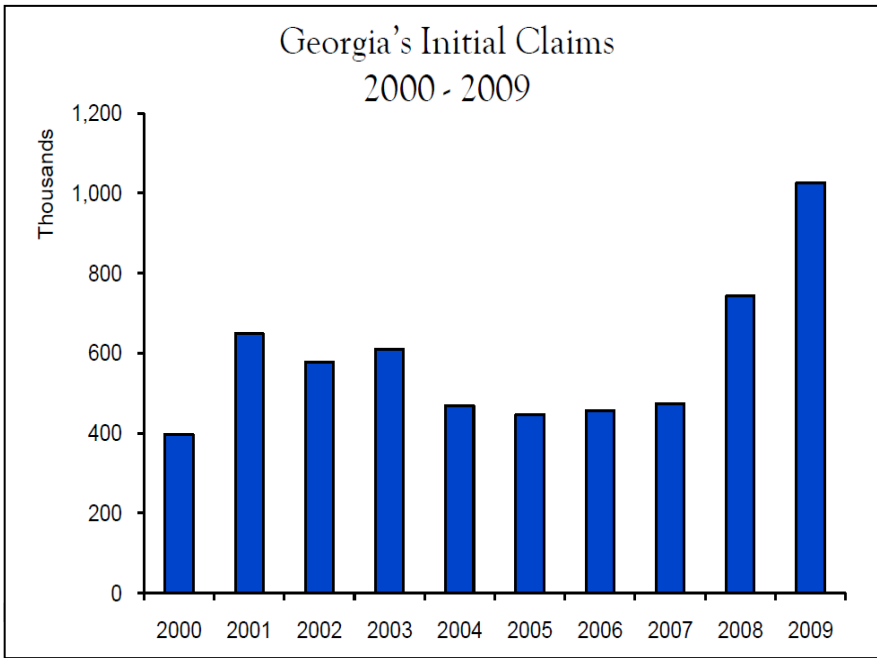
- According to the Current Population Survey, in 2009, there were an estimated 470,200 individuals unemployed; 53 percent were classified as White, 42 percent were African-American, and five percent were “Other.” In terms of gender, 57 percent of the unemployed were male and 43 percent were female.
- African-Americans had a much higher concentration of unemployed workers in comparison to whites and individuals who identify themselves as, “Other.”
- This is particularly true among African-American males, who comprised fourteen percent of the labor force and thirteen percent of the employed, but 24 percent of all unemployed individuals.

## Georgia’s Insured Unemployed Characteristics 2007 - 2009



Data Source: Georgia Department of Labor, Unemployment Insurance Statistics-  
[Continued Claims Data](#)

- The insured unemployed refers to the jobless workers covered by the Unemployment Insurance (UI) program administered by the Georgia Department of Labor.
- The difference between unemployed men and women went from four percentage points in 2007 to eleven in 2009.
- This increase can be attributed to the job losses suffered in Construction and Manufacturing, two male-dominated industries.

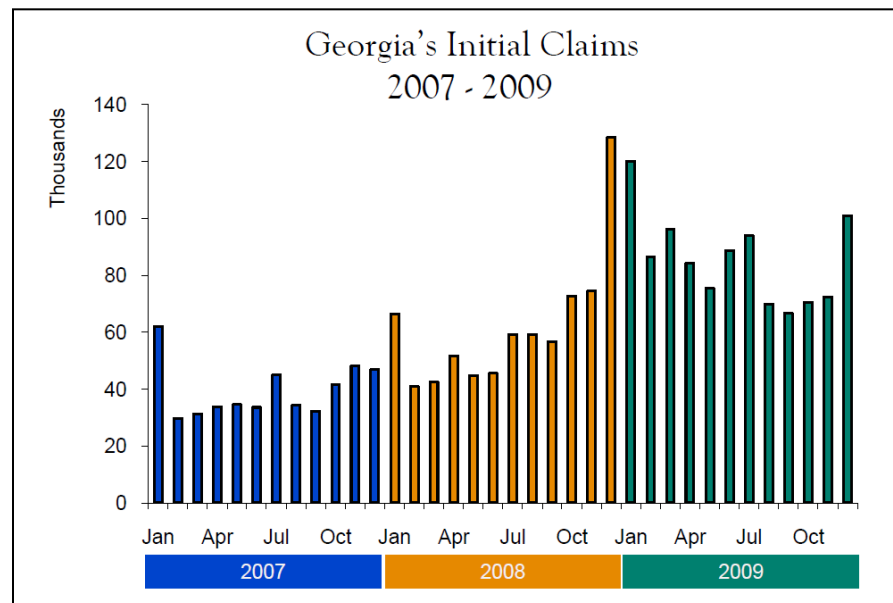


Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)

- Initial claims are counts of the first claim filed by claimants seeking UI benefits.
- Annual initial claims rose from 395,401 in 2000 to a record annual high of 1,025,764 in 2009.
- The largest single year percentage increase in initial claims occurred in 2001 (64%).
- The largest single year net increase in initial claims occurred in 2009 (283,276).

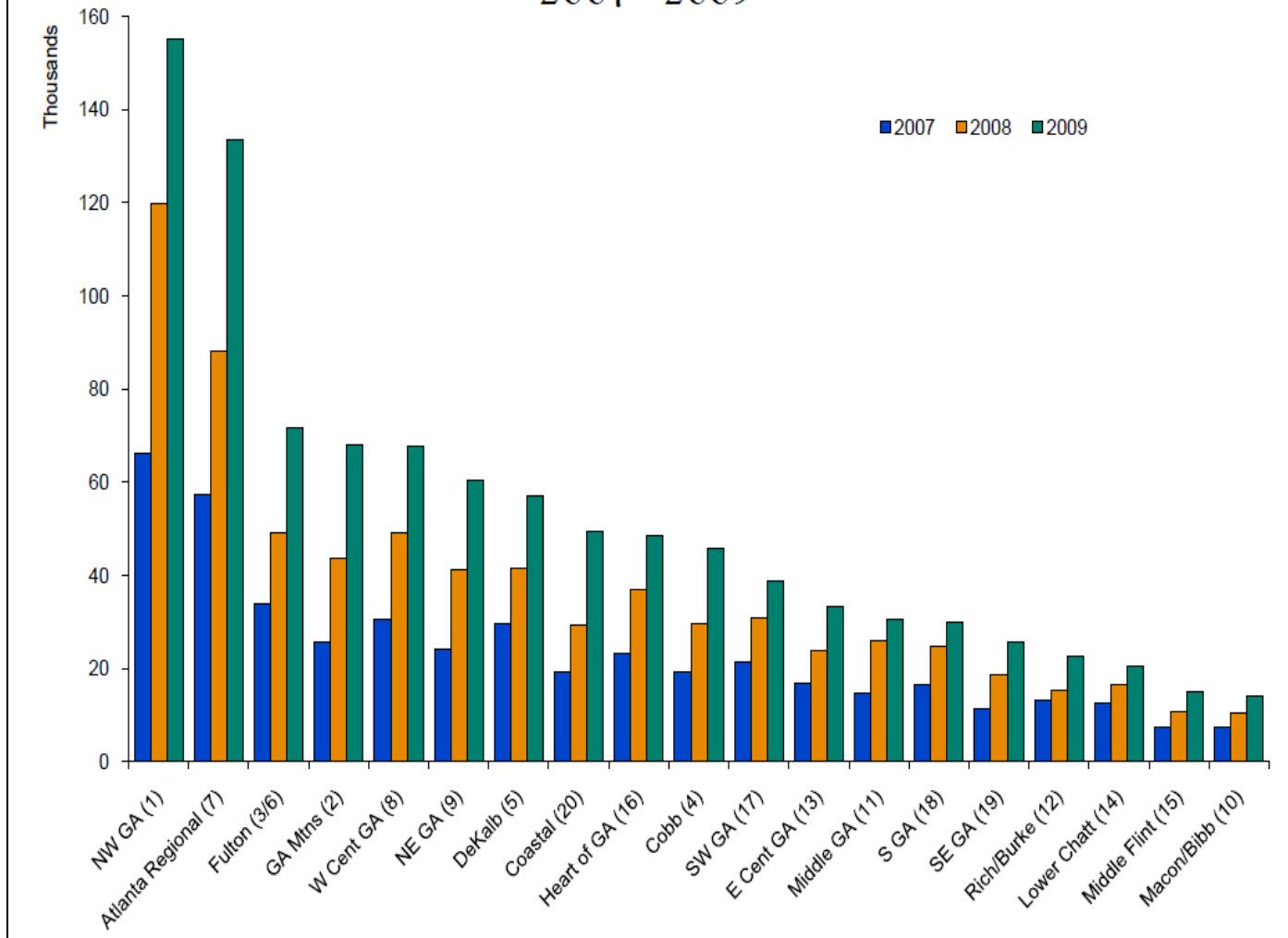
- The current recession has produced the two largest annual numbers of initial claims for the past decade. In 2008, initial claims reached nearly 750,000, while in 2009, they surpassed one million.
- The average annual initial claims for the decade, was 584,408 per year. This average was exceeded during 2001, 2002, 2003, 2008, and 2009.
- Eight of the top ten monthly initial claims totals for the past decade occurred between December 2008 and December 2009.
- 2007-2009 accounted for 38 percent of the total initial claims for the decade.

- From 2007 to 2009, Georgia's initial claims were up 552,937 or 117 percent, as initial claims filings in Manufacturing, Construction and Trade industries rose dramatically.
- From 2007 to 2009, the monthly initial claims total peaked at 128,625, in December 2008.
- Traditionally, there are more initial claims filed during December and January of each year.



Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)

## Georgia's Initial Claims by WIA Areas 2007 - 2009

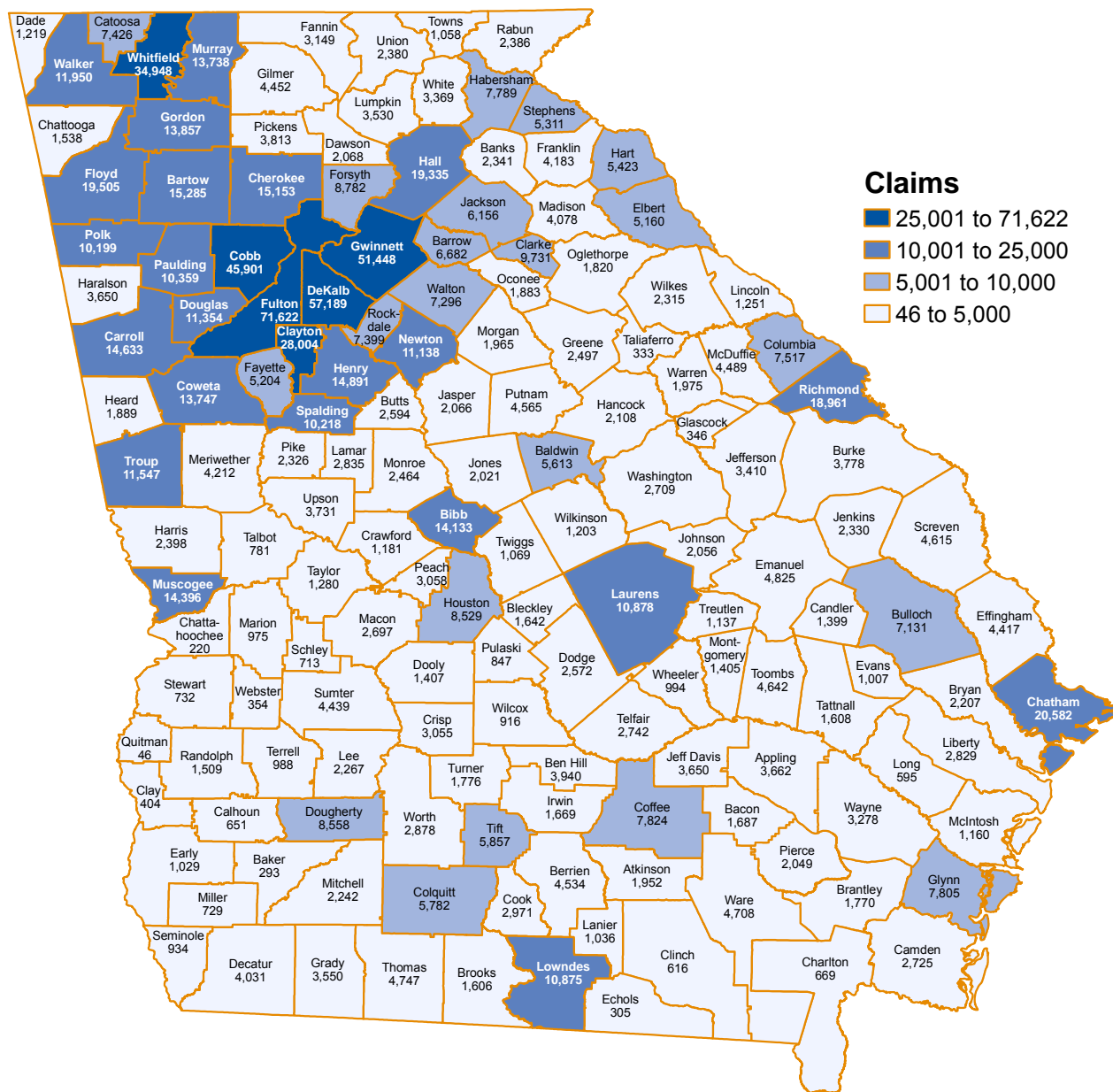


Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)

- The Northwest Georgia and Atlanta Regional WIA areas accounted for 26 percent of initial claims filed in 2007 and 28 percent filed in both 2008 and 2009.
- From 2007 to 2009, twelve WIA areas saw spikes in annual initial claims of at least 100 percent, eight of which were above the state average of 117 percent during the same period.
- The Georgia Mountains WIA Area had the largest percentage increase in initial claims from 2007 to 2009 (163%). While the Northwest Georgia WIA Area had the largest net increase of initial claims filed (88,897), mainly due to the large concentration of carpet and floor covering manufacturing.
- From 2000 to 2009, the Atlanta Regional WIA Area had an increase of 105,791 initial claims filed, the most of any WIA area (27,662 in 2000 to 133,453 in 2009).
- This was also the largest percentage increase (382%) of any WIA area.

# Georgia's Initial Claims by County

## 2009

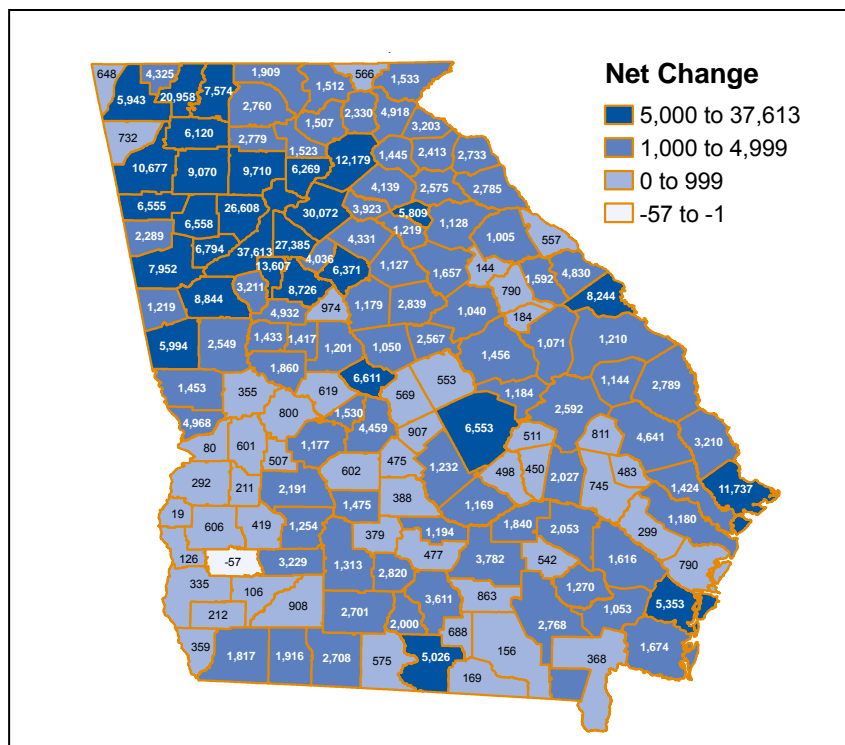


Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)

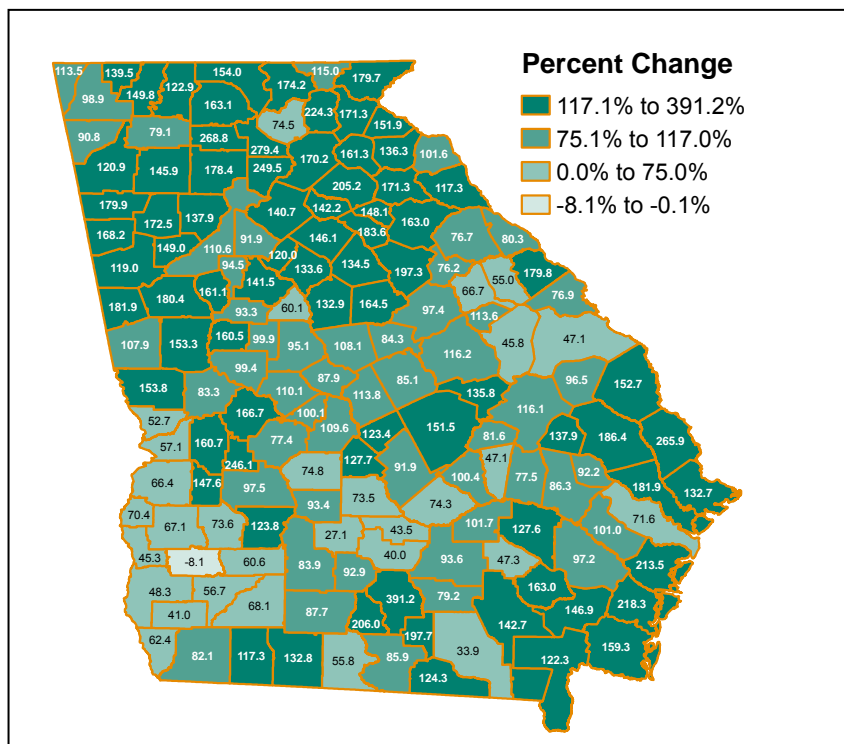
- In 2009, Georgia's four largest counties, Fulton, Gwinnett, DeKalb, and Cobb, accounted for nearly one quarter of all initial claims filed in the state.
- Georgia's four smallest counties, Taliaferro, Webster, Quitman, and Glascock, had a combined 1,079 initial claims filed, making up less than one percent of all claims filed.

# Georgia's Initial Claims 2007 - 2009

- Of Georgia's 159 counties, only Calhoun County - one of Georgia's smallest counties where more than half the jobs are in the Government sector - had a net decrease (-57) in initial claims filings from 2007 to 2009.
- Fulton County, which has the largest labor force and the most employment, had the largest net increase (37,613) in initial claims among counties from 2007-2009.
- With few exceptions, the largest net change in initial claims filings occurred in metropolitan counties.

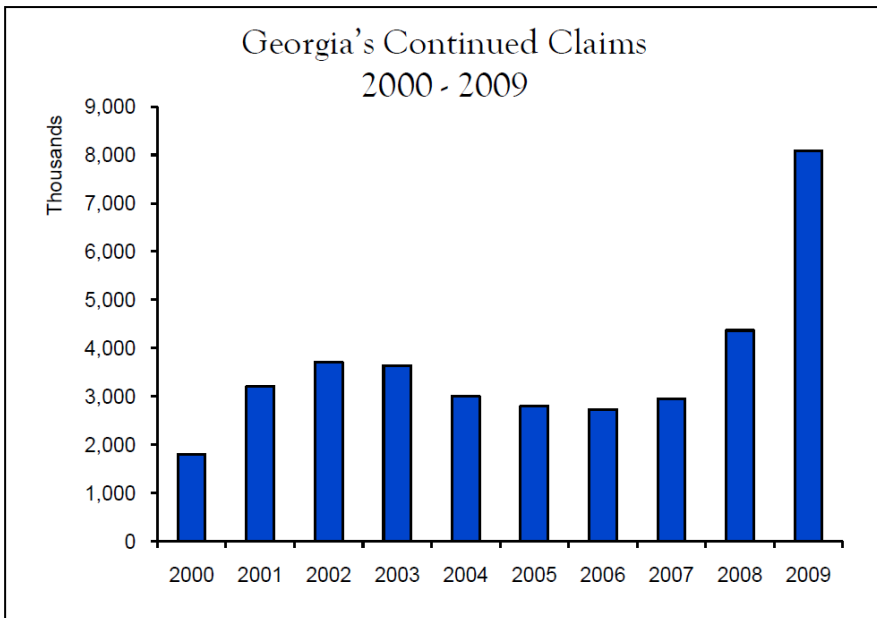


Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)



Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)

- From 2007 to 2009, 77 of Georgia's 159 counties had initial claims increases greater than the statewide average of 117 percent.
- Berrien County, which has a much higher than average concentration of Manufacturing jobs, saw a 391 percent increase in initial claims from 2007 (923) to 2009 (4,534).
- The largest rates of increase were concentrated in the northern half of the state and along the coastal plain.

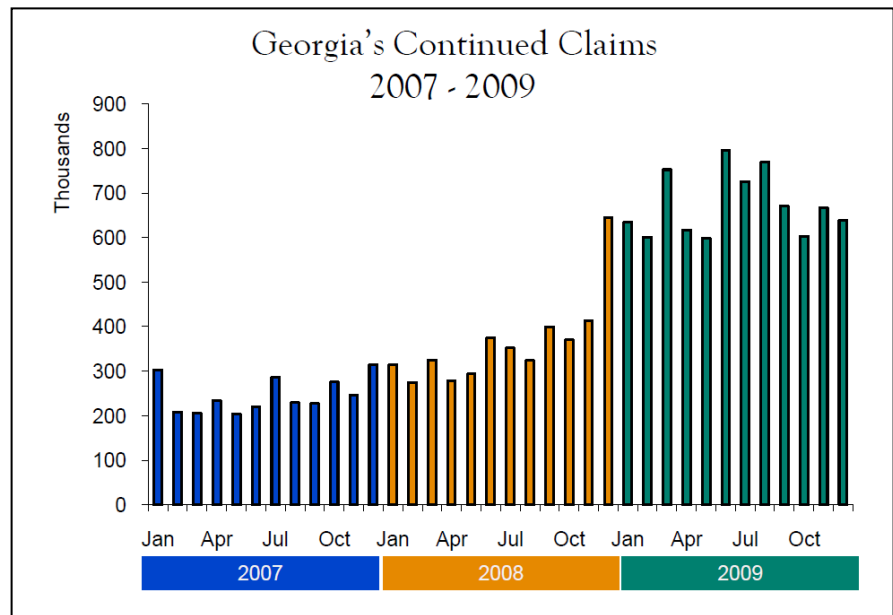


- Continued claims are counts of weeks for which eligible UI claimants certify they were unemployed.
- Annual continued claims filings jumped from 1,792,382 in 2000 to 8,078,717 in 2009, an increase of 351 percent.
- The largest year-over-year increase was 85 percent in 2009, whereas the largest decrease occurred in 2004 at eighteen percent.

Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)

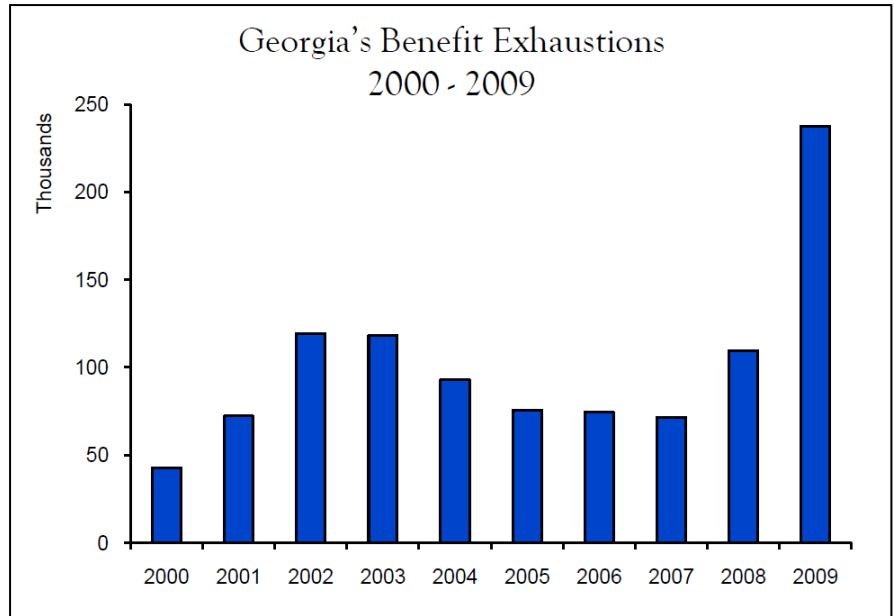
- Georgia experienced increases in continued claims for the past four consecutive years (2006 to 2009).
- Over the past decade, Georgia experienced more continued claims in 2009 than in any other two years combined.
- Over the past ten years, Georgia has averaged 3,627,352 continued claims a year. This average was exceeded in 2002, 2003, 2008 and 2009.
- Dating back to the year 2000, continued claims filings have occurred most often in the months of January (3,361,729) and December (3,532,218).

- The ten highest monthly totals on record for continued claims occurred from December 2008 to December 2009.
- This increase resulted not only from record high job losses, but from individuals remaining unemployed for extended periods of time, due to the weak job market.
- Forty-two percent of all continued claims filed during the decade occurred from 2007 to 2009.



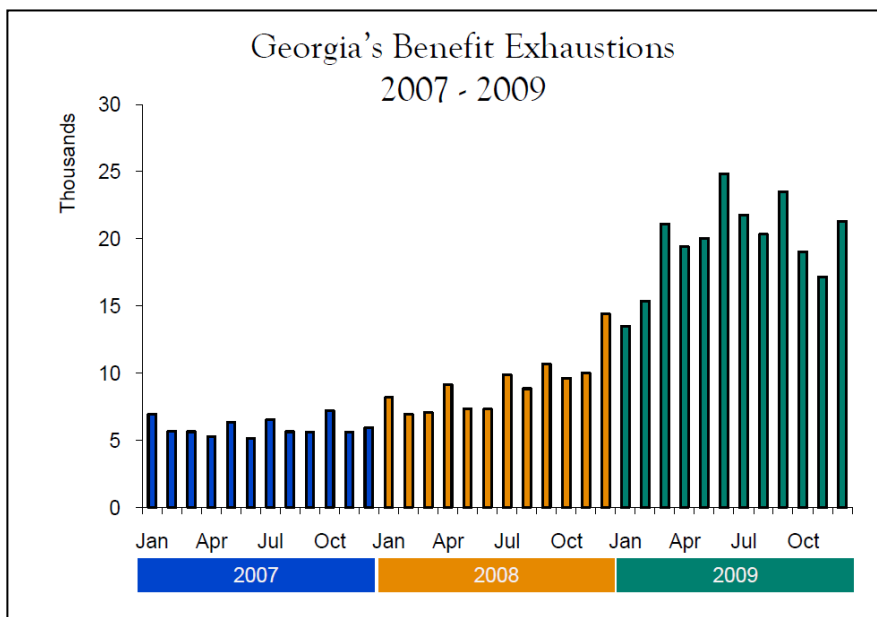
Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)

- The job market bottomed out in 2009, while record numbers of individuals exhausted benefits on a monthly basis.
- The number of claimants exhausting their benefits in 2009 (237,433) eclipsed the previous record high from 1975 (140,645) by nearly 100,000.
- Benefit exhaustions increased by 456 percent in 2009, as compared with 2000.



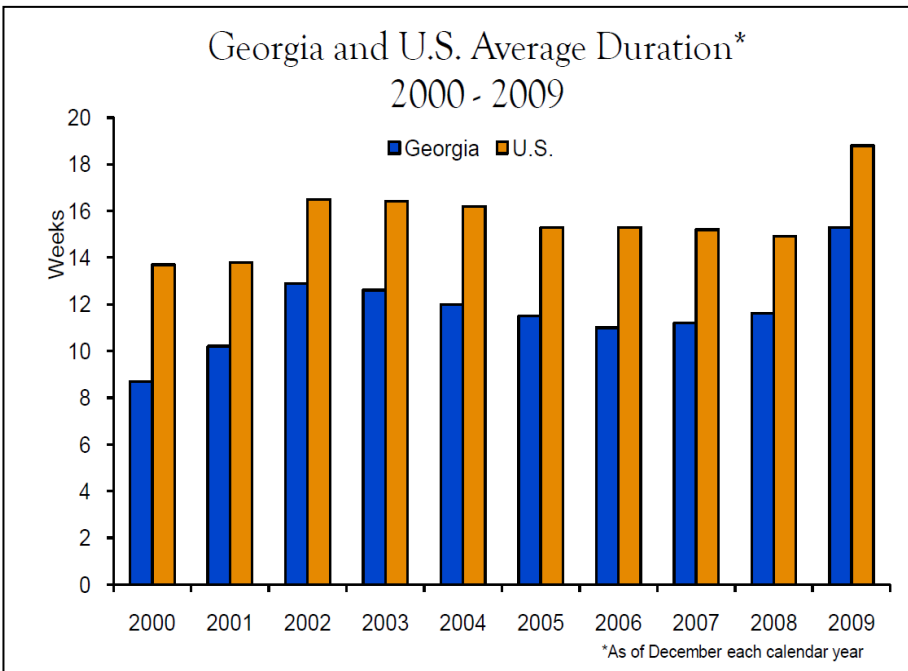
Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)

- A benefit exhaustion, or final payment, is the last payment for which a claimant is entitled to draw unemployment insurance benefits.
- Claimants receiving final payments are called, "Exhaustees."
- As the economy worsened in the recent recession, increasing numbers of claimants exhausted their regular state unemployment insurance benefits.
- Beginning July 2008, a claimant who exhausted their regular state benefits could potentially qualify for additional weeks of Federal Emergency Unemployment Compensation (EUC).



- The top ten monthly totals on record occurred during 2009, reaching its highest point in June at 24,834.
- These monthly totals are as much as four times higher than same month totals from 2007.

Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)

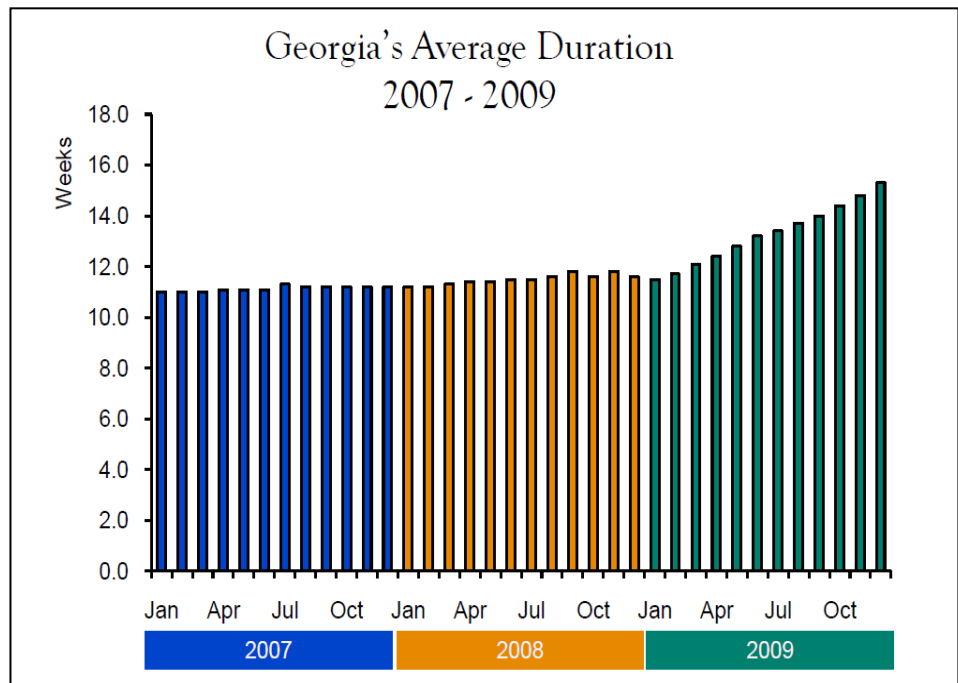


- “Average Duration” refers to the average number of weeks claimants received UI payments before returning to work or exhausting benefits.
- Georgia’s average duration of individuals receiving unemployment benefits has been consistently shorter than the national average, with the year 2000 showing the greatest difference of five weeks.

Data Source: Georgia Department of Labor, Unemployment Insurance Statistics, [US Department of Labor](#)

- Georgia’s average duration grew from 8.3 weeks in December 2000 to 15.3 in December 2009.
- Georgia has consistently had one of the lowest average duration of benefits in the nation, currently ranking fourth behind South Dakota, North Dakota, and Nebraska.
- In December 2009, Georgia’s duration was 3.5 weeks shorter than the U.S. duration, as the State continues to be ranked as one of the best in getting individuals back to work.

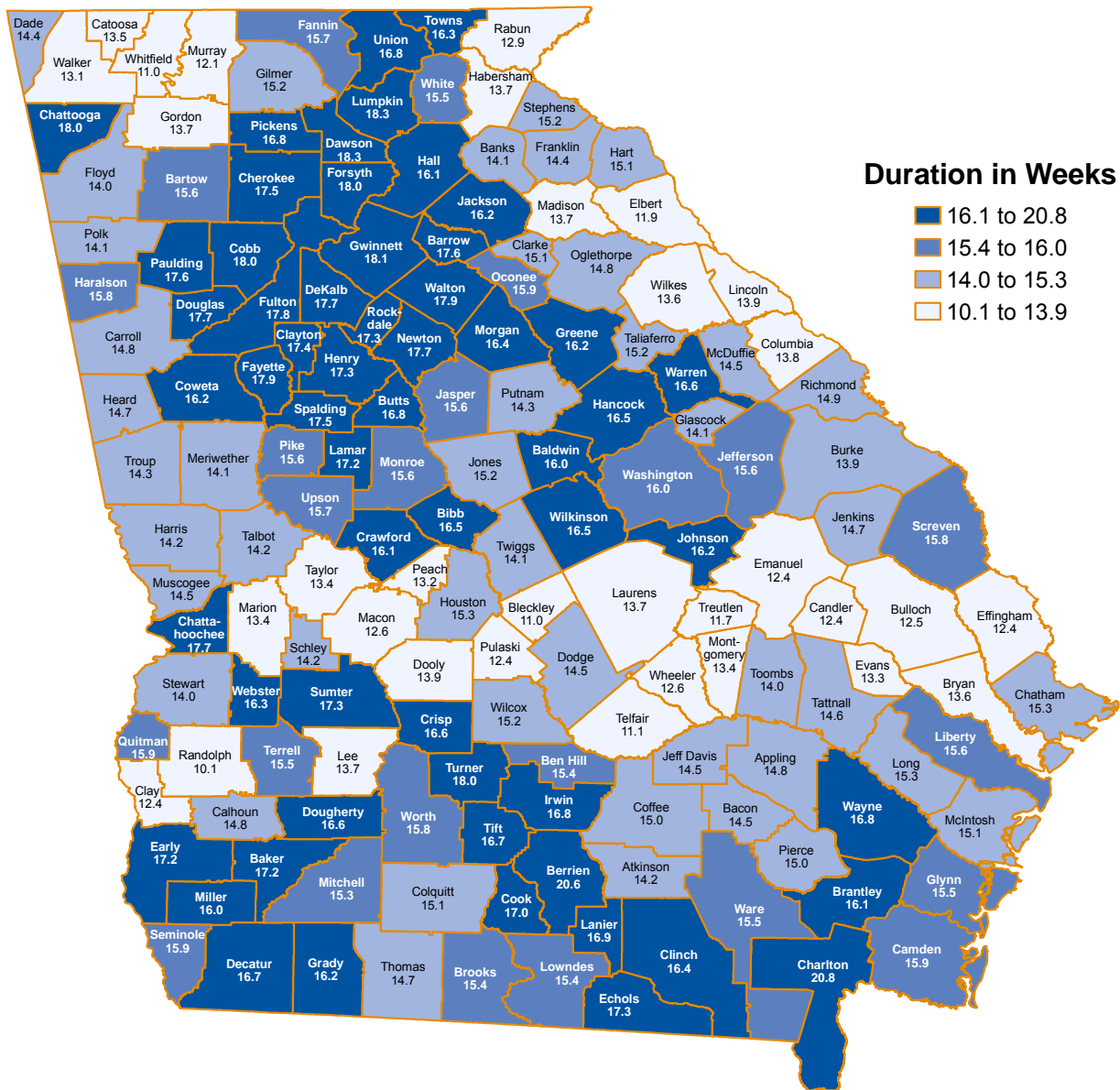
- In December 2009, Georgia reached the highest recorded average duration ever for the state (15.3 weeks).
- In 2009, average duration in Georgia was as low as 11.5 weeks (January), but rose to 15.3 weeks in December, the largest increase in duration over the course of a calendar year.



Data Source: Georgia Department of Labor, Unemployment Insurance Statistics, [US Department of Labor](#)

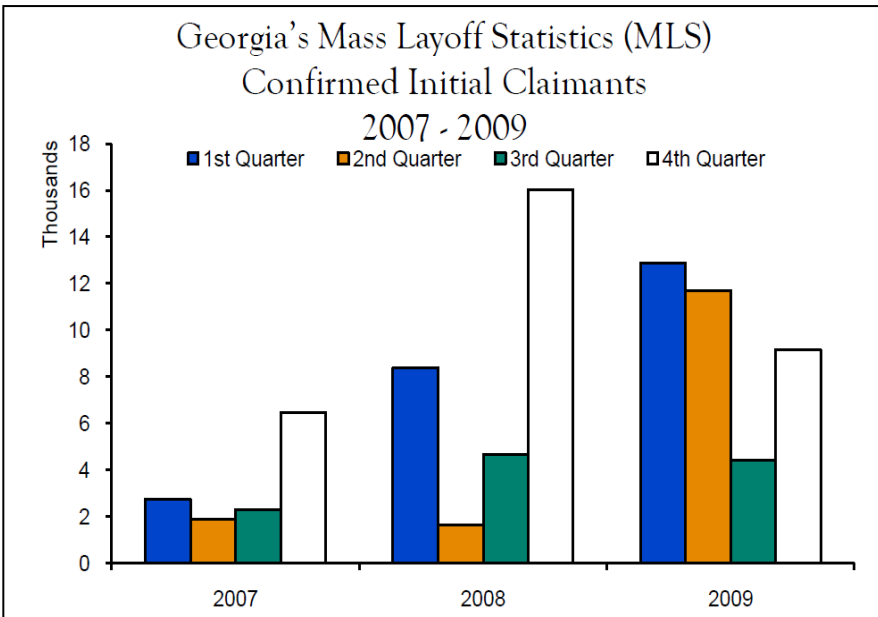


# Georgia's Average Duration by County 2009



Data Source: Georgia Department of Labor, [Unemployment Insurance Statistics](#)

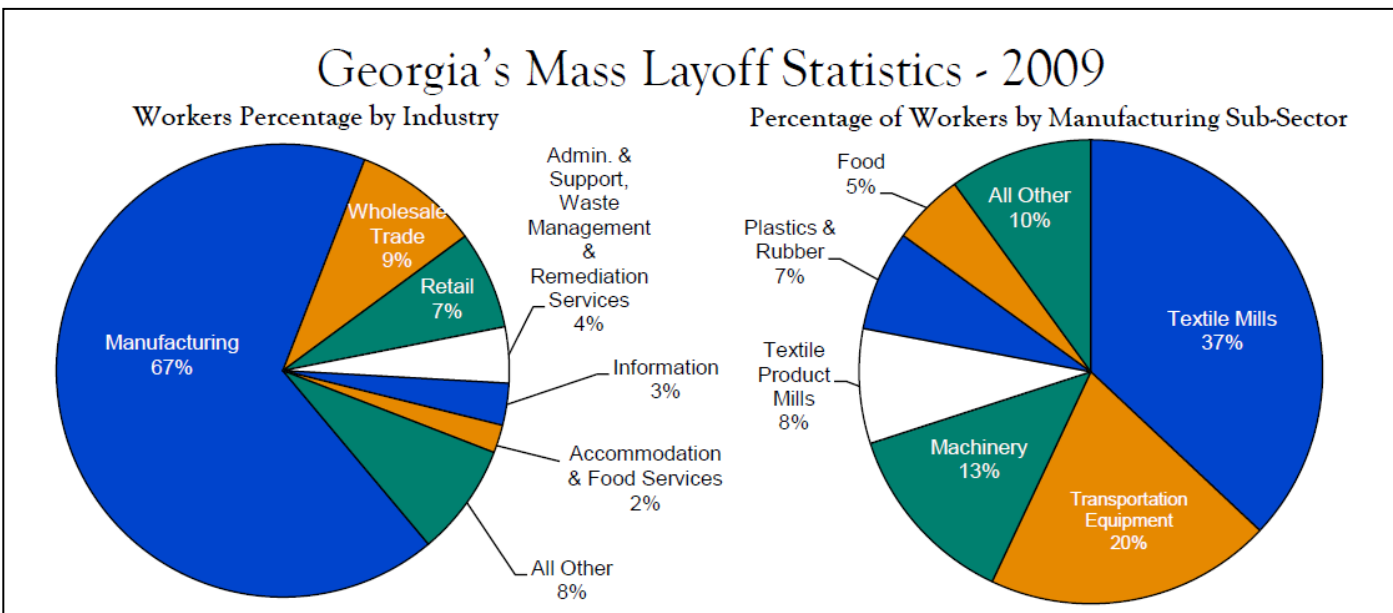
- Seventy-five of Georgia's 159 counties' average duration was less than the state average of 15.3 weeks.
- As of December 2009, Berrien and Charlton counties' average durations were the highest in the state, reaching 20.6 and 20.8 weeks, respectively.
- Both counties have a high concentration of manufacturing employment, an industry that has been in sharp decline during the recession, as well as the decade as a whole.
- Randolph County, which has a high percentage of local government employment (34.5%) compared to the State and the remaining counties, recorded Georgia's lowest average duration in 2009 (10.1 weeks).



Data Source: Georgia Department of Labor, Mass Layoff Statistics, [Bureau of Labor Statistics](#)

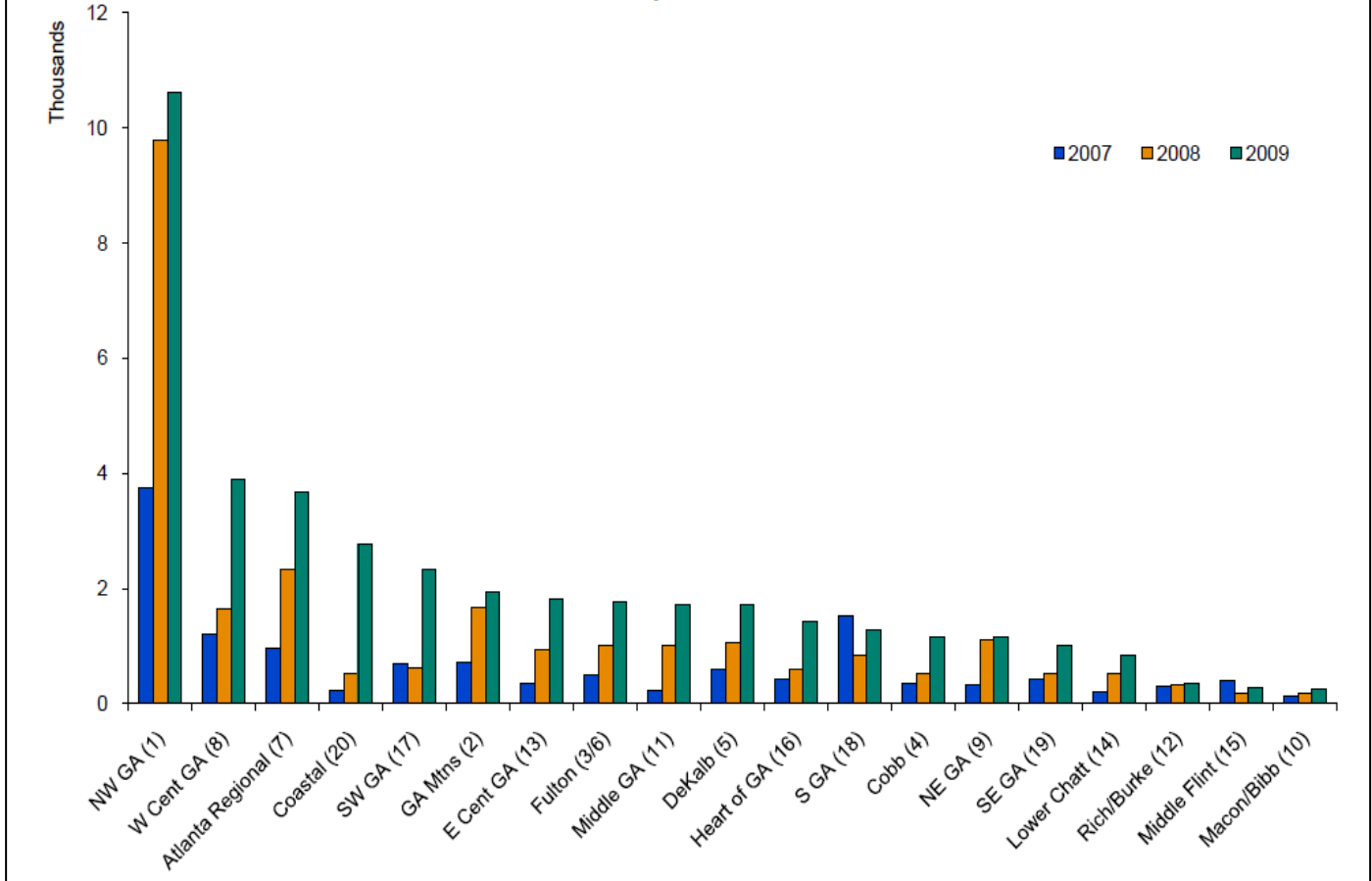
- From 2007 to 2009 there were 82,109 initial claims filed as part of a confirmed mass layoff event.
- Initial claimants rose 186 percent during this time, peaking at 16,008 in the fourth quarter of 2008.
- Mass layoff events accounted for 3.6 percent of the total initial claims filed during this three year period (2007-2009).
- The most common reason associated with an event was lack of demand for business.

- Mass Layoff Statistics (MLS) reports on mass layoff actions that result in workers being separated from their jobs for at least 30 days. A mass layoff occurs when an establishment has at least 50 initial claims for UI filed against them during a five-week period.
- Workers in the Manufacturing sector have been hardest hit and accounted for 67 percent of all individuals affected by a mass layoff event, more than in all other industries combined.
- Within Manufacturing, 70 percent of all events occurred in the Textile Mills, Transportation Equipment, and Machinery sub-sectors.



Data Source: Georgia Department of Labor, Mass Layoff Statistics, [Bureau of Labor Statistics](#)

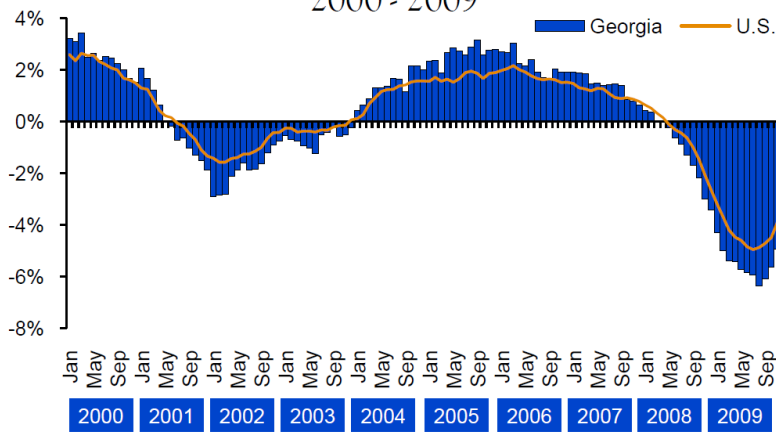
## Georgia's Mass Layoff Statistics Confirmed Initial Claimants by WIA Areas 2007 - 2009



Data Source: Georgia Department of Labor, Mass Layoff Statistics, [Bureau of Labor Statistics](#)

- The number of workers impacted by mass layoffs increased each year during the 2007 to 2009 recession. There were 13,334 confirmed initial claimants in 2007; 25,255 in 2008; and 40,044 in 2009.
- The heavily-hit carpet industry, including the manufacture of yarns and fibers, caused some areas of Georgia to fare much worse than others. These industries were prevalent in north Georgia, and as a result, the Northwest Georgia WIA Area accounted for 31 percent of all confirmed initial claimants from 2007 to 2009.
- While all of Georgia has suffered, the Northwest Georgia WIA Area has been extremely hard hit. In 2007, this area comprised 28 percent of all initial claimants affected by layoffs, 38 percent in 2008 and 27 percent in 2009.
- In many cases, permanent layoffs were avoided, as employers scheduled temporary and rotating layoffs in order to control production and maintain an attachment to their trained work force.

### Over-the-Year Percentage Change in Jobs Georgia and U.S. 2000 - 2009



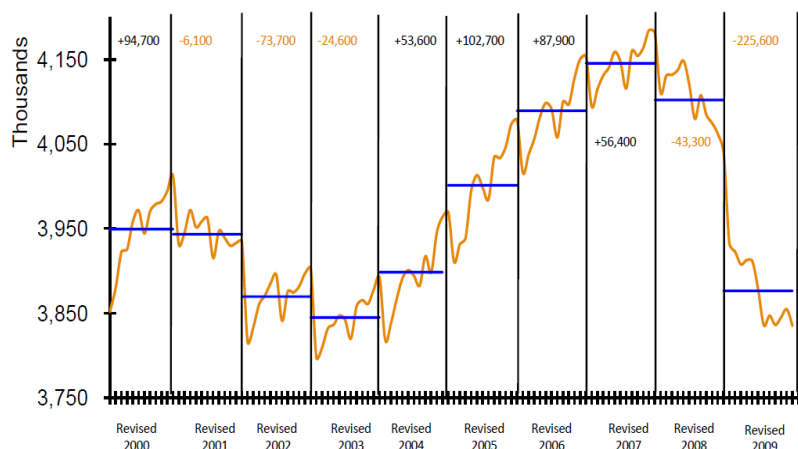
- At the end of 2009, Georgia had seen 21 consecutive months of over-the-year job loss dating back to April 2008.
- This followed 51 consecutive months of over-the-year job growth dating back to January 2004.
- The highest rates of decline for Georgia and the U.S. were during the summer months of 2009.

Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

- The above graph measures the change in monthly employment compared to the corresponding month of the previous year. This eliminates the seasonal biases that would be present if measuring from one month to the next.
- The job loss during the past two years completely wiped out all of the growth that had occurred during the decade (January 2000: 3,851,700 – December 2009: 3,835,000).
- During periods of growth, Georgia’s rate exceeded that of the U.S.; conversely, during periods of decline, Georgia’s rate of job loss also exceeded that of the U.S.

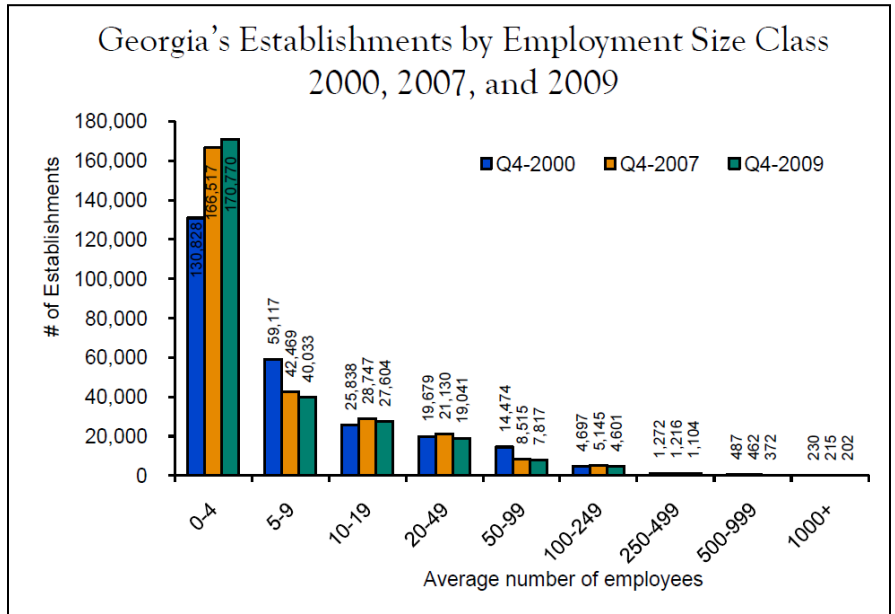
- In the adjacent graph, the blue horizontal line indicates annual average employment and measures change from year to year.
- The loss of 225,600 jobs in 2009 represented a 5.5 percent overall decline in total employment over the period of just one year.
- Employment levels are currently still above the lowest levels seen during parts of 2002 - 2004.

### Georgia Non-Ag Employment 2000 - 2009



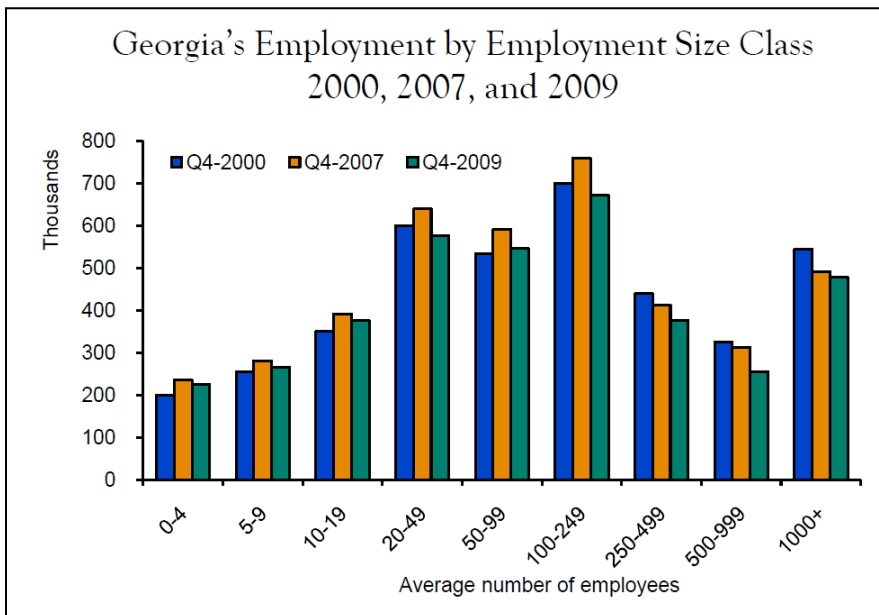
Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

- The only size classes to show a net gain during the recession were those that averaged four or fewer employees.
- More than 200 large firms (250 or more employees) have been lost due to the latest recession.
- Of these 200+ establishments, 76 were from the Manufacturing sector.



Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

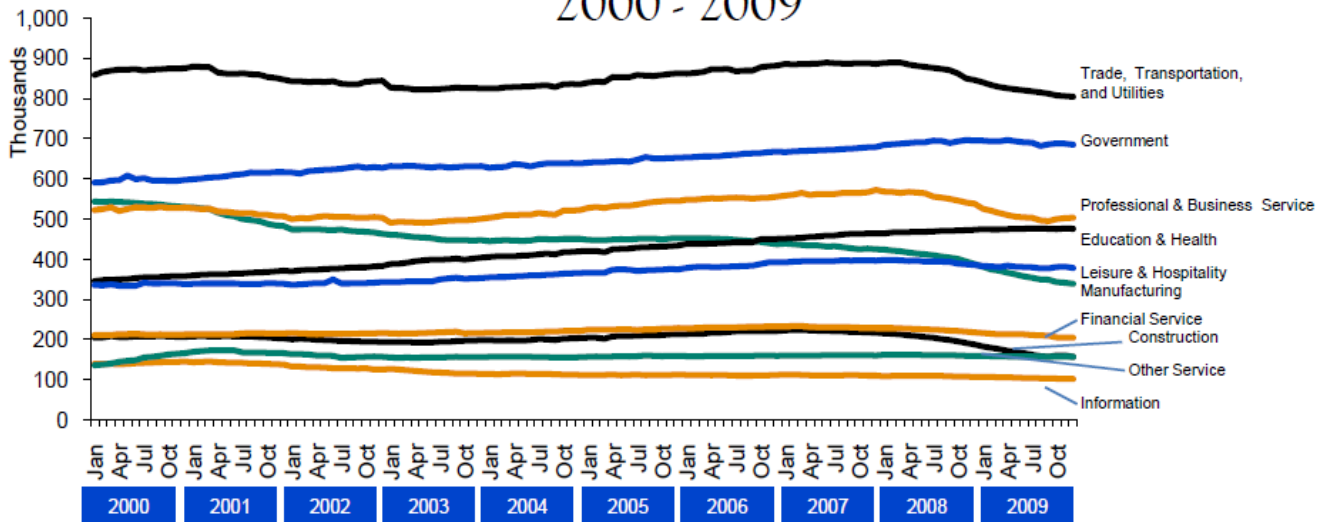
- Large firms (250 employees or more) combine to employ 30 percent of Georgia's total current work force, but account for less than one percent of the total number of establishments.
- For the decade, Georgia gained over 43,000 establishments. Unfortunately, this failed to translate into job growth, as the overall employment level fell by over 175,000 jobs (total employment fourth quarter 2009 minus total employment fourth quarter 2000).
- Goods-producing (Mining and Natural Resources, Construction, and Manufacturing) industries suffered the most, losing over 215,000 jobs during the decade, dropping from 771,105 in the year 2000, to 553,092 in the year 2009.



Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

- There has been a shift in employment patterns throughout the decade, as more people have begun to work for smaller companies.
- Employment has decreased in each size class since 2007.
- The losses from 2007 to 2009 total nearly 350,000 jobs (total employment fourth quarter 2009 minus total employment fourth quarter 2007)

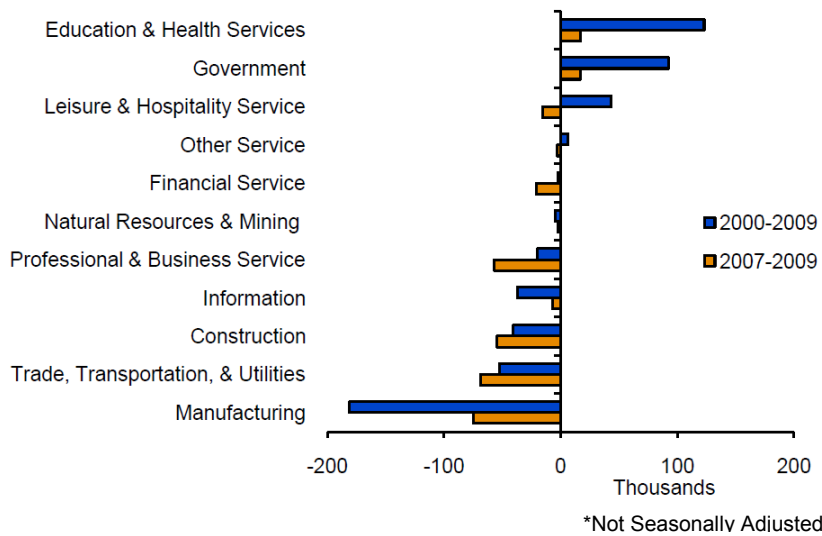
## Georgia's Industry Employment 2000 - 2009



Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

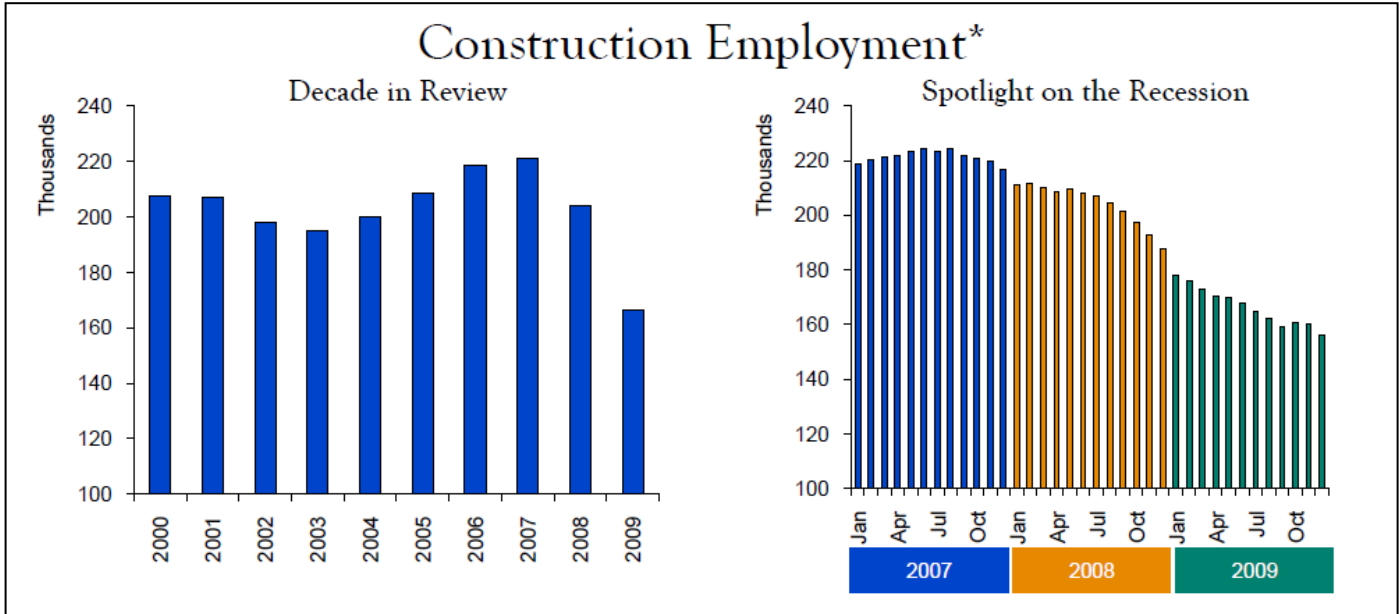
- The above graph shows a comparison of total employment levels for each super sector for the last decade.
- Manufacturing started the decade as the third highest industry in employment, but finished the decade as the sixth highest. This was the only industry to suffer such a dramatic shift during this time period.
- The graph below shows that Manufacturing, Information, and Natural Resources & Mining are the only super sectors that lost more jobs during the decade than in the last recession.

### Georgia Industry Employment Net Change\* 2000 - 2009 and 2007 - 2009



Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

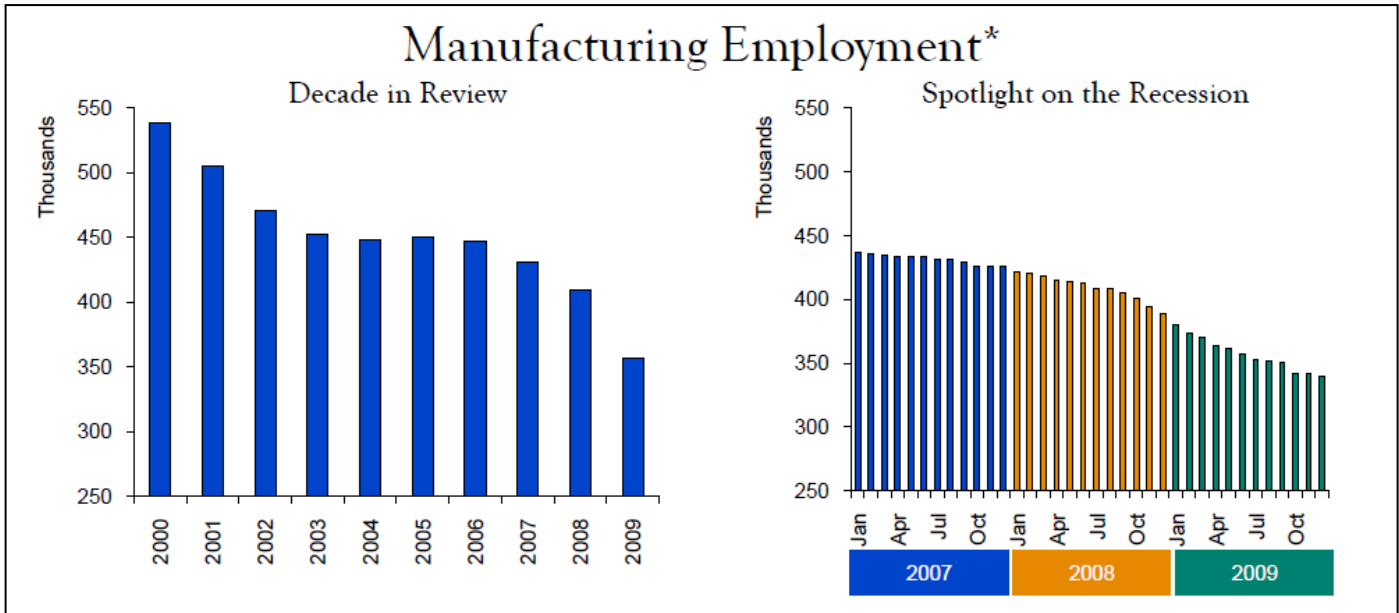
- Four sectors showed growth over the decade, whereas only Government and Education & Health Services sectors have shown growth during the last recession.
- Manufacturing job losses for the decade totaled more than all other industries combined.



Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted

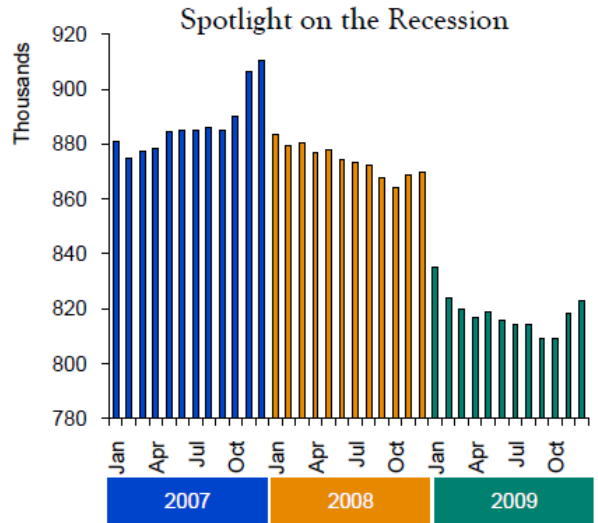
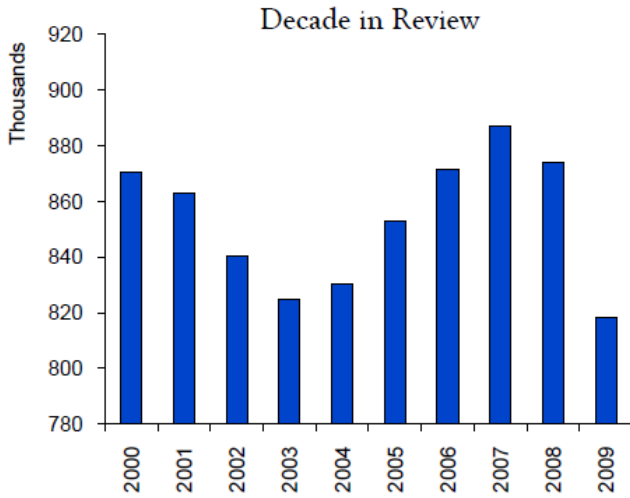
- Construction and Manufacturing are the two most recognized industries hurt by the current recession.
- Construction employment peaked in 2007 but dropped drastically over the past two years, while manufacturing has declined steadily the entire decade.
- For the decade, Construction has lost close to 40,000 jobs, and Manufacturing has lost almost 175,000 jobs.
- Both of these industries predominantly employ men (Construction 91%, Manufacturing 69%).



Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted

## Trade, Transportation, and Utilities Employment\*

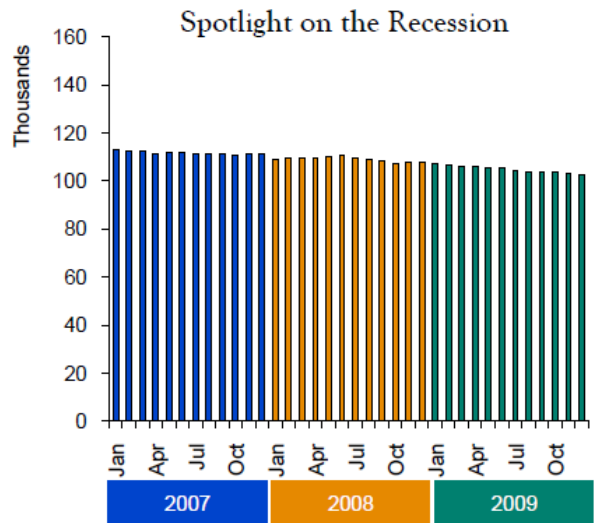
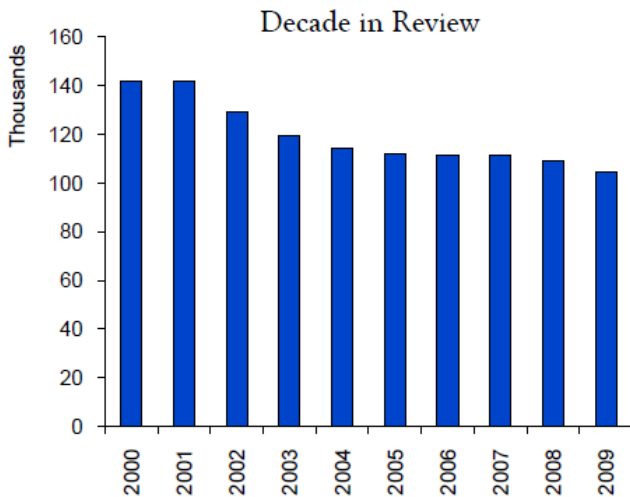


Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted

- Retail and Wholesale Trade have accounted for most of the job losses in this super sector during both recessions of the past decade, whereas Utilities has shown positive gains in employment.
- During the current recession, Retail Trade has lost over 40,000 jobs, Wholesale Trade has lost over 20,000 jobs, and Utilities has lost just under 100 jobs.
- As gas/oil prices have climbed during the current recession, the Transportation sub-sector has seen losses totaling more than 7,000 jobs.
- Employment in the Information sector dropped in the early part of the decade but remained fairly constant throughout the recession.

## Information Employment\*

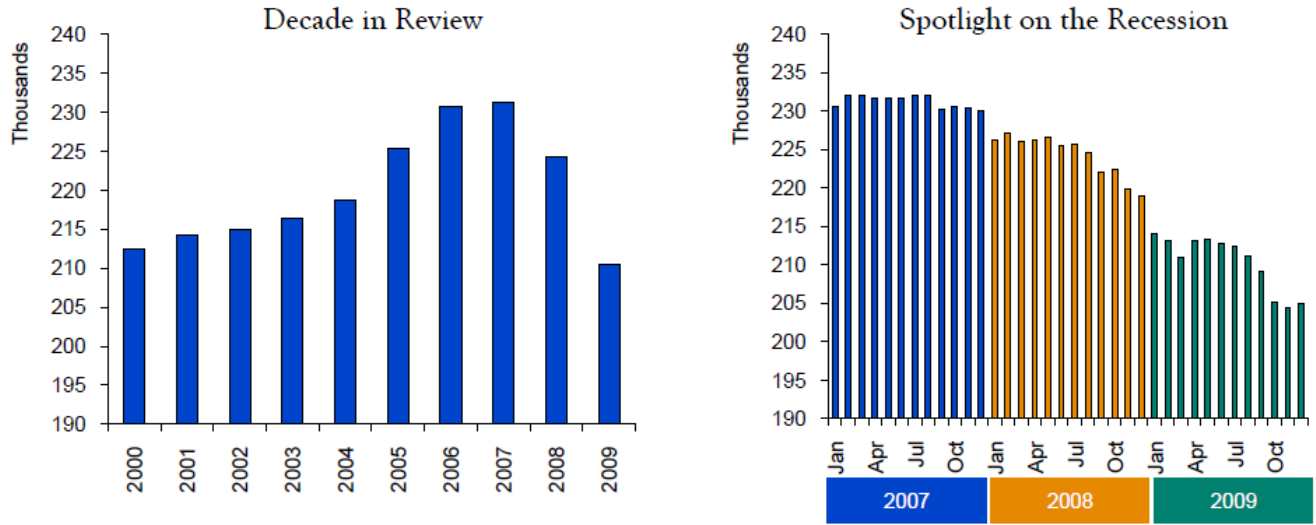


Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted



## Financial Services Employment\*

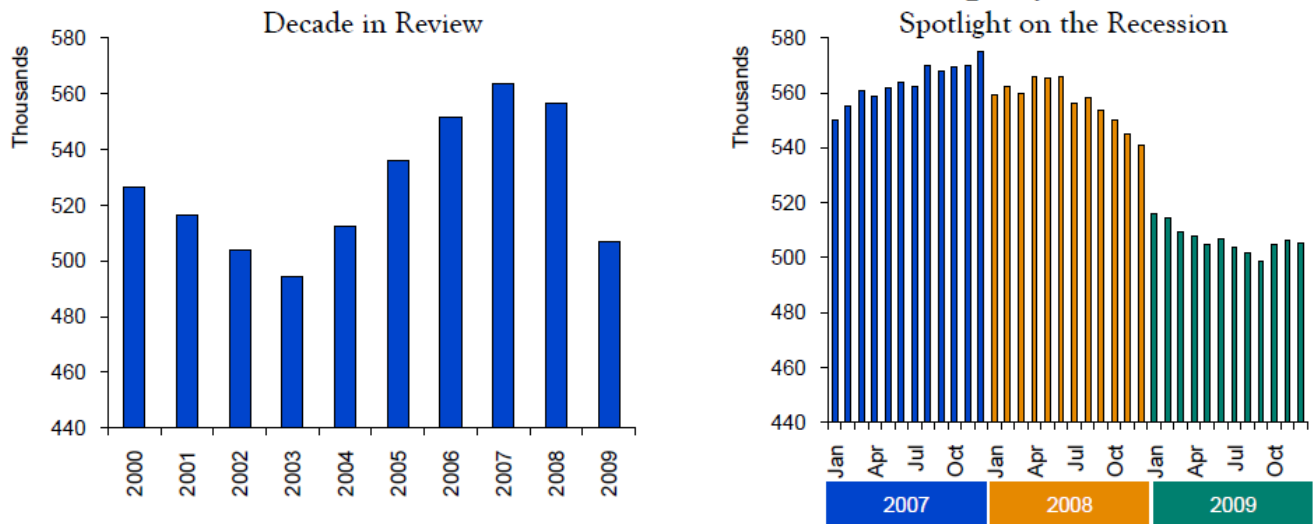


Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted

- Financial Services grew throughout the decade up until the current recession, when the housing and stock market crashes took a heavy toll on employment.
- Financial Services finished the decade at its lowest point for employment, resulting in a net loss of about 2,000 jobs, during that time.
- Professional and Business Services lost over 30,000 jobs during the first recession of the decade, but was able to bounce back and recoup those losses by adding 67,000 jobs over the next four years, reaching its peak in 2007.
- Unfortunately, the next two years (2008 and 2009) have seen these positive gains nearly wiped out, leaving this industry only slightly above its decade lows of 2003.

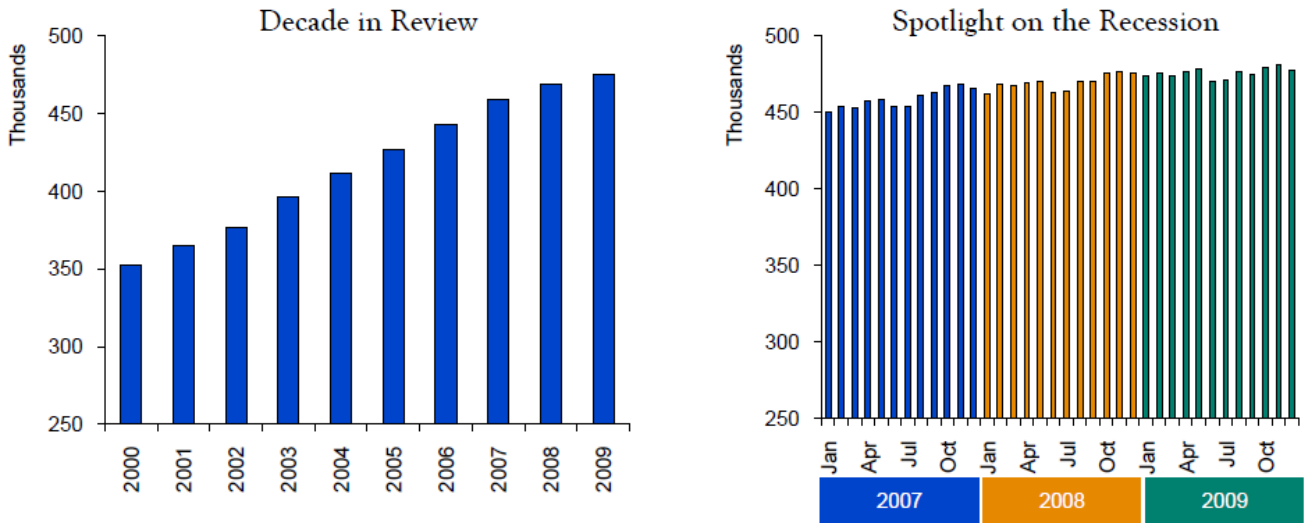
## Professional and Business Services Employment\*



Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted

## Education and Health Services Employment\*

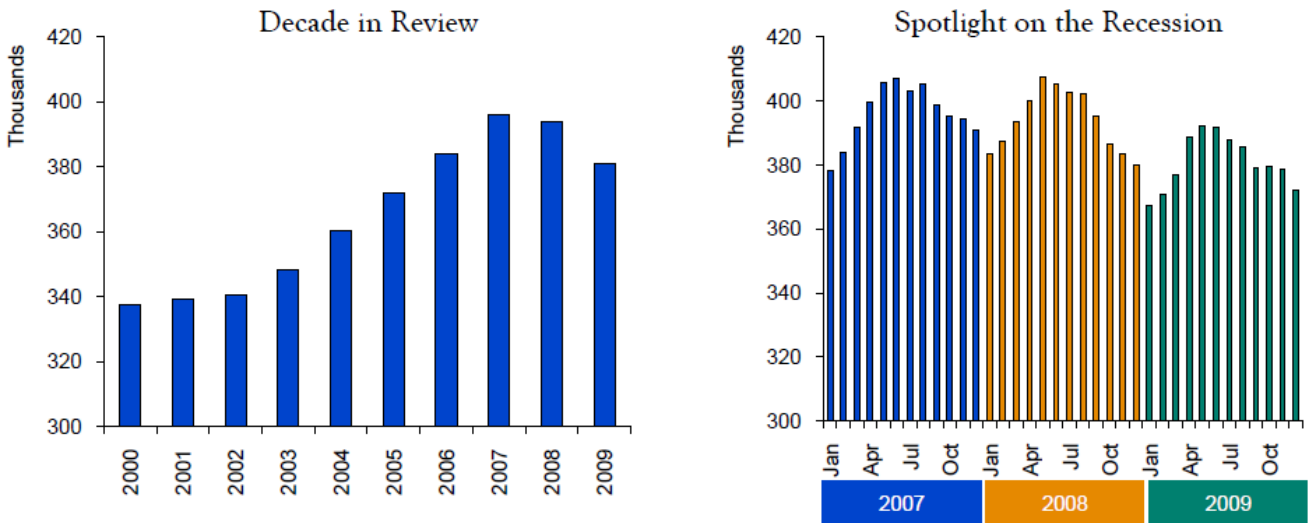


Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted

- Education and Health Services is the only super sector to experience job growth in every year of the decade.
- Of these gains, Health Services has seen an increase of almost 95,000 jobs, while private Education Services has seen an increase of nearly 25,000 jobs.
- Leisure and Hospitality has very seasonal employment, with the summer tourism season resulting in significant temporary job gains each year.
- The overall levels of employment for Leisure and Hospitality have dropped off since the beginning of the current recession, due to reduced disposable income in the average family household.

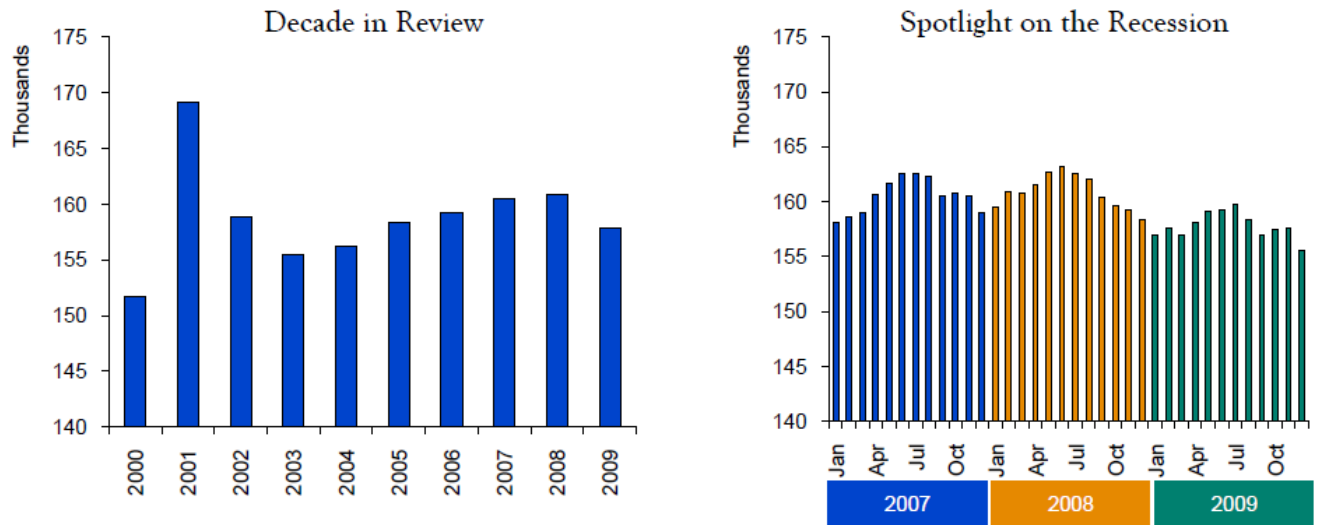
## Leisure and Hospitality Employment\*



Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted

## Other Services Employment\*

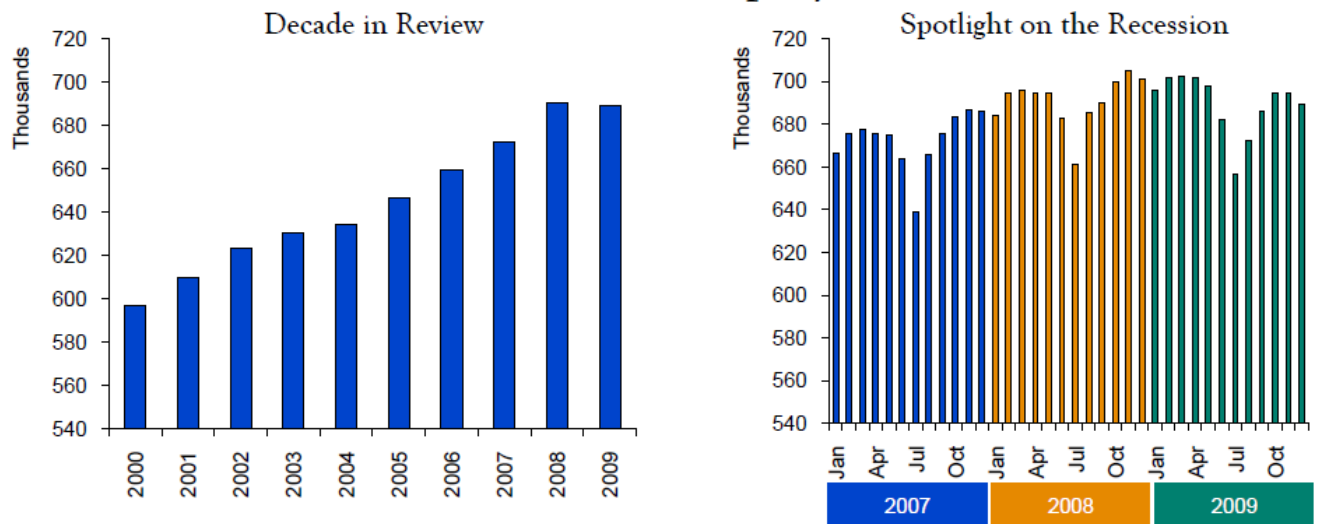


Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted

- The industries making up the Other Services sector have remained fairly constant, with the only job gains coming in the Religious, Grant Making, Civic sub-sector, with over 5,000 new jobs in the decade.
- Local and State Government Education Services account for three quarters of the gains seen in the Government Employment sector for the decade, amassing nearly 70,000 new jobs in education during this time frame.
- The Government sector suffered its first decrease in annual employment in 2009. This was in part attributed to the loss of 4,000 jobs in local government employment.

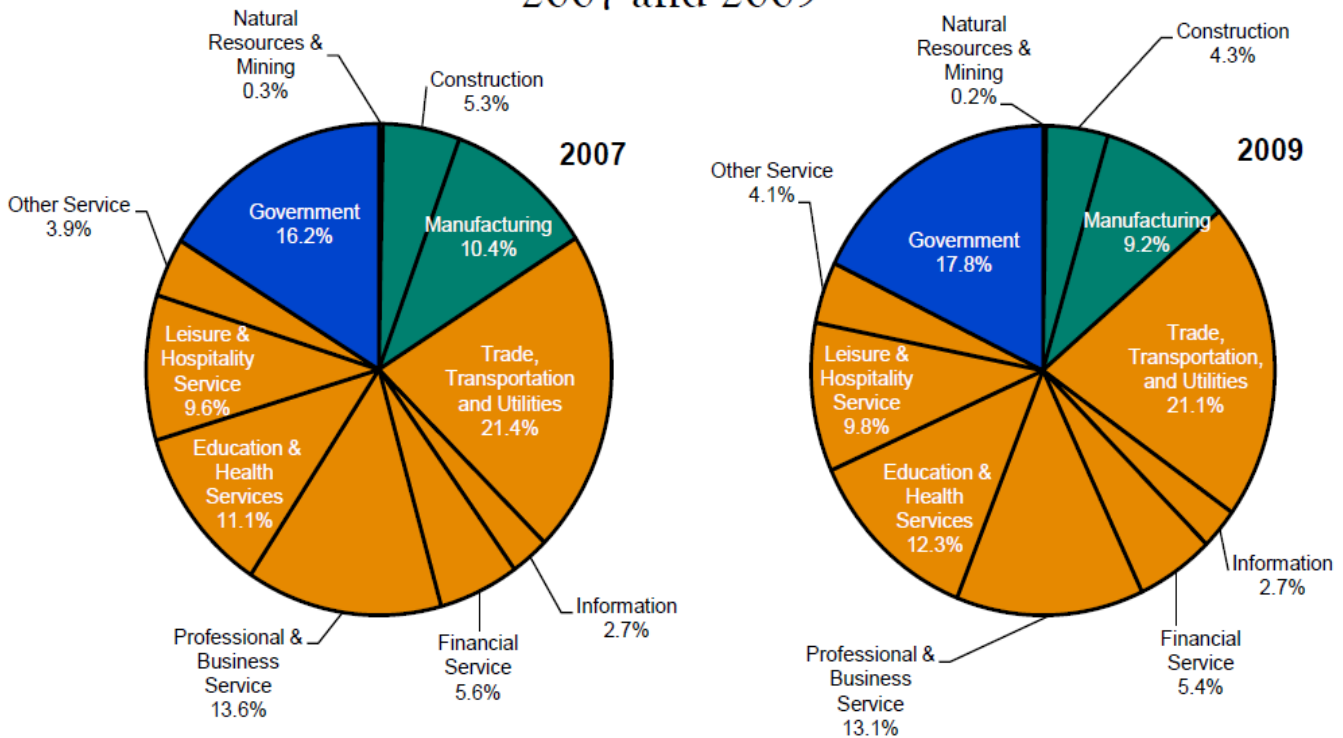
## Government Employment\*



Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted

## Georgia's Employment by Industry 2007 and 2009\*

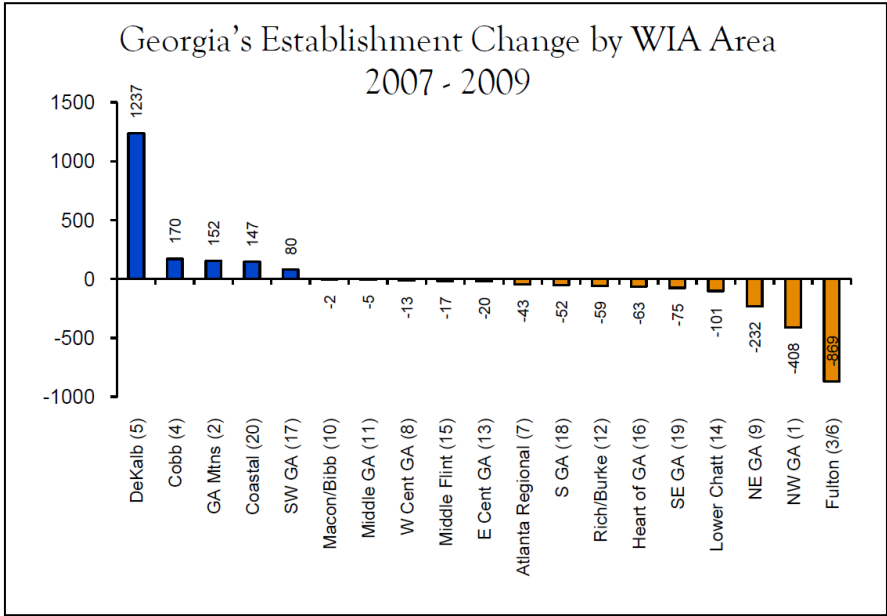


| Industry Type     | 2007  | 2009  |
|-------------------|-------|-------|
| Government        | 16.2% | 17.8% |
| Service-Providing | 67.8% | 68.5% |
| Goods-Producing   | 16.0% | 13.7% |

Data Source: Georgia Department of Labor, [Current Employment Statistics](#)

\*Not Seasonally Adjusted

- Manufacturing's share of employment has now dropped below double digits, to 9.2 percent, losing more than one full percentage point over a two-year period. Manufacturing employed more than a half million people in Georgia at the beginning of the decade and was the dominate industry in many parts of the state. The current recession claimed 75,000 more manufacturing jobs, many of which will not return.
- Construction lost more than 50,000 jobs during the recession, and its share of total employment slipped a full percentage point, to 4.3 percent.
- Employment growth in Education and Health Services was regarded throughout the economic downturn as a recession-proof industry sector and the source of many promising career opportunities. Consequently, this super-sector increased its share of employment from 11.1 percent to 12.3 percent.
- The Government sector recorded the largest gain, increasing by 1.6 percentage points to 17.8 percent, due in large part to the infusion of federal stimulus funds.

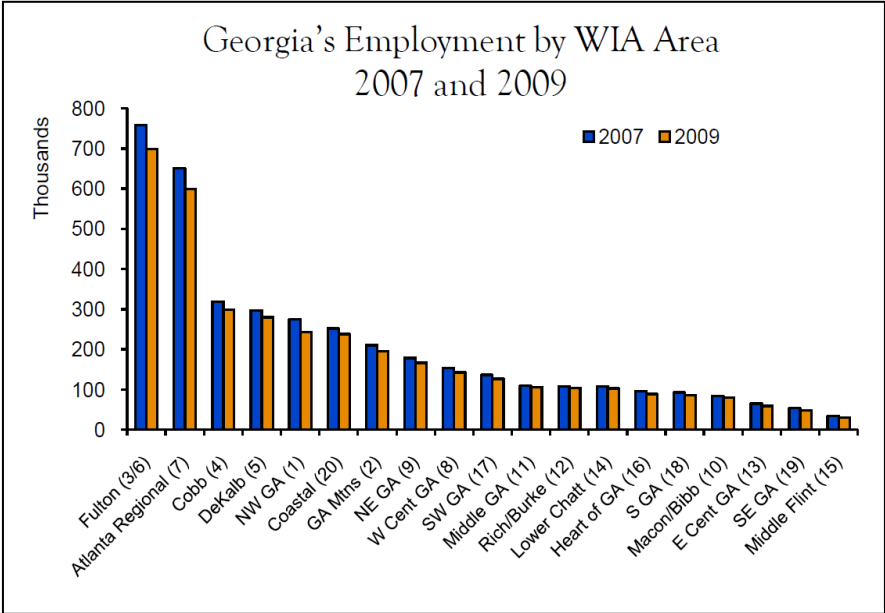


- Most Georgians work for small employers (50 or fewer employees), many of whom have suffered during the recession.
- The negative change in establishments for most WIA areas will slowly turn around, as new small start-up businesses and entrepreneurs begin to emerge.

Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

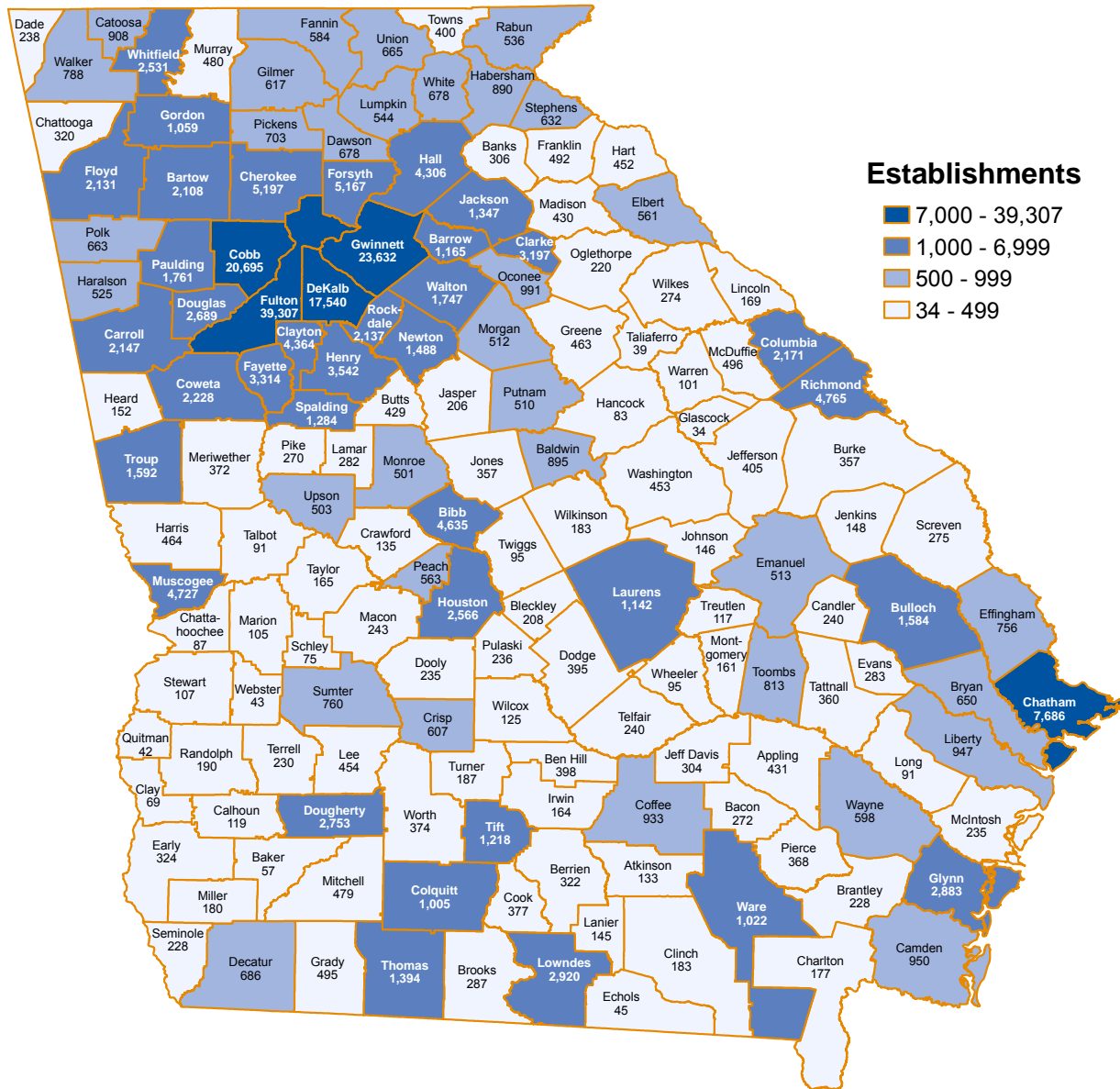
- For the decade, every WIA area had a positive net change in the number of establishments (not shown in graph).
- The Atlanta Regional WIA Area led the way, adding nearly 12,500 new establishments in the decade. Fulton WIA Area was second, adding over 6,300 new establishments during this same time period.
- Five WIA areas have had a positive establishment change since 2007. However, this did not translate into job growth, as all WIA areas had less employment in 2009 than they did in 2007.

- Over half (51%) of the state's current employment is contained within four WIA areas: Fulton, Atlanta Regional, Cobb, and DeKalb.
- The Atlanta Regional WIA Area has gained the most jobs (38,224) over the decade, while the Fulton WIA Area has lost the most jobs (54,978).



Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

# Georgia's Establishments 2009

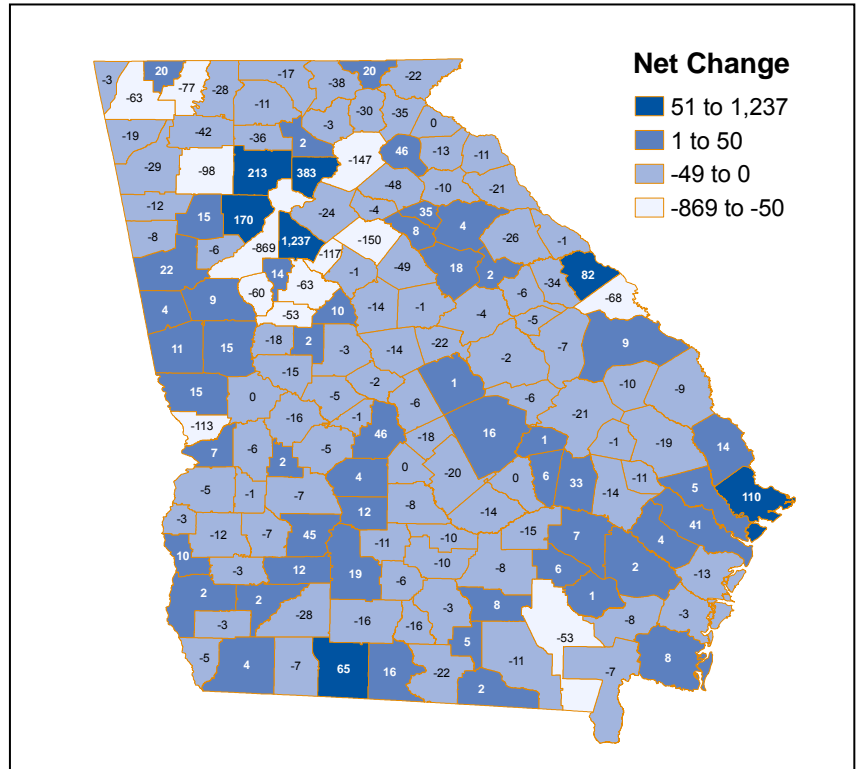


Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

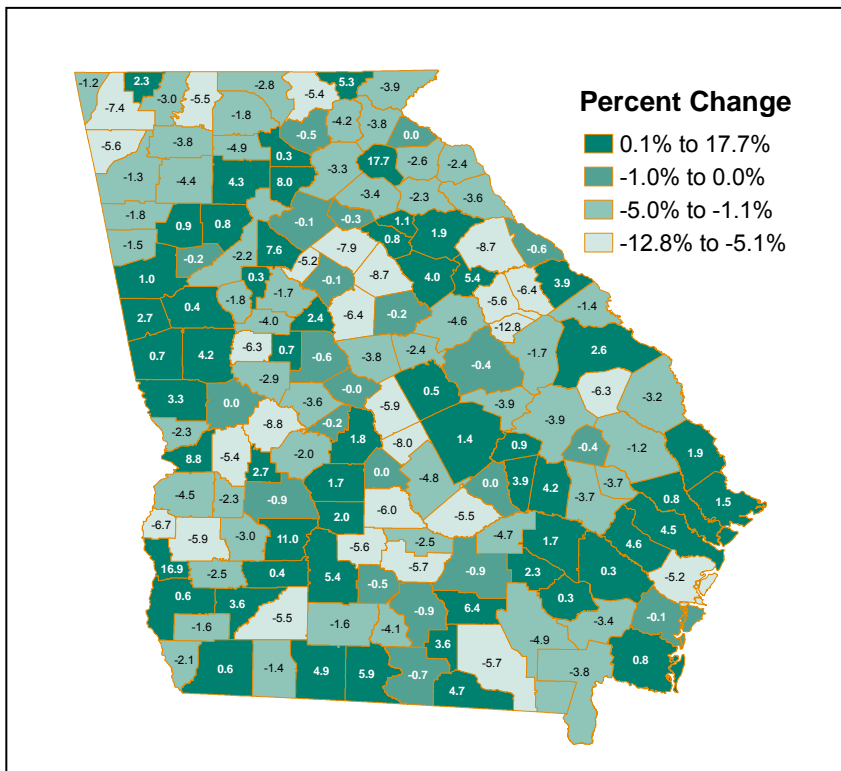
- Fulton, Cobb, DeKalb, and Gwinnett counties are home to over 37 percent of the state's total number of establishments. Cobb and DeKalb both have shown increases in the number of establishments during the recession.
- The vast majority of Georgia counties actually have fewer than 1,000 establishments. Many rural counties have 300 or less.

# Georgia's Establishments 2007 - 2009

- Over the recession, the State lost close to 3,000 establishments spread out across the state. The news was not all bad, however, as many Georgia counties have shown increases in establishments.
- The continued high unemployment rates across the state are evidence that no area was completely spared, and additional new establishments and expansions are needed.



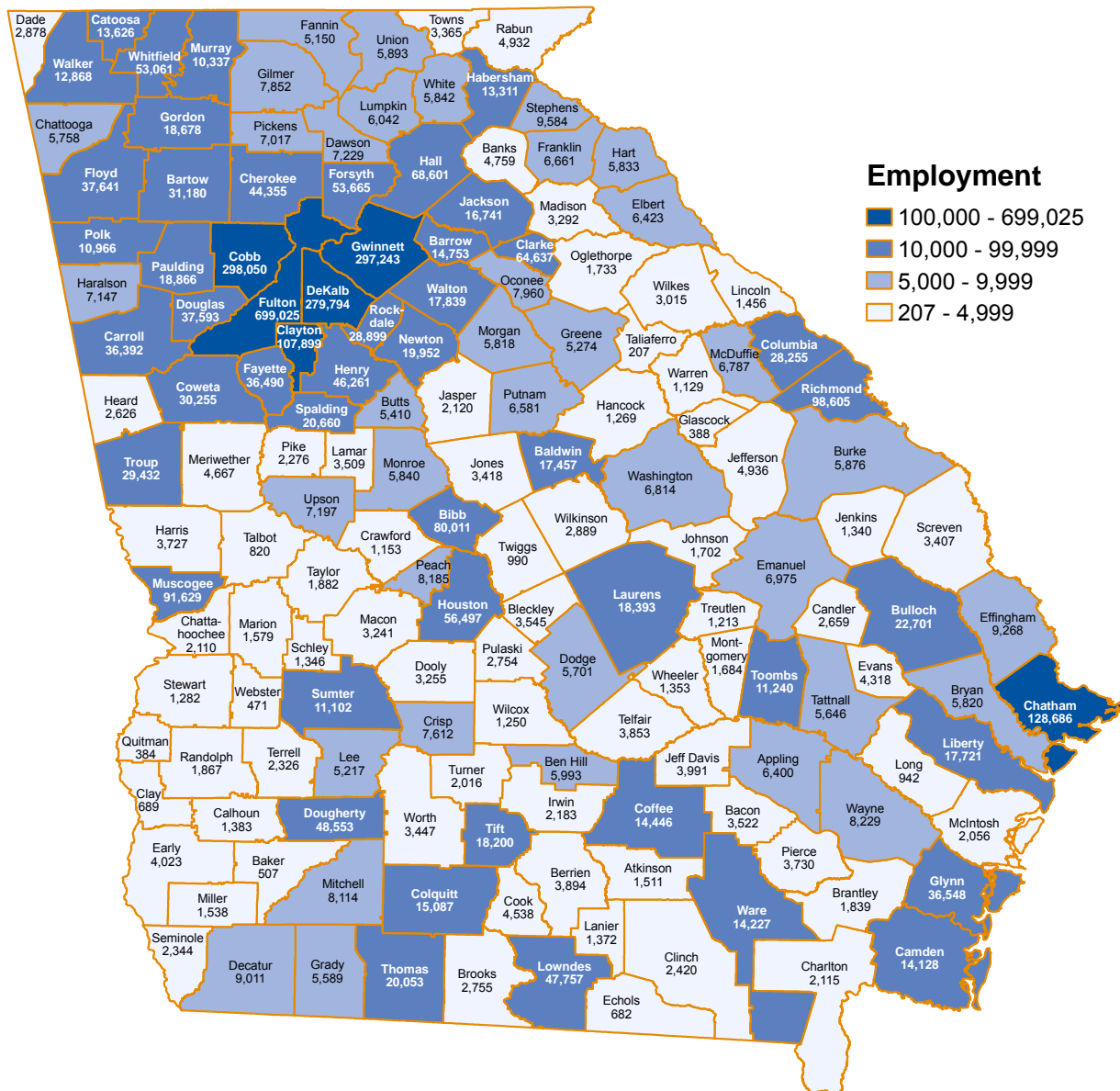
Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)



Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

- Even with business closings and layoffs across the state, some counties have shown positive change over the recession period. Thirty-six percent (57 counties) of Georgia's counties showed positive establishment change from 2007 to 2009.
- Just over half of the counties (80) fared worse than the State average decline of negative one percent.

# Georgia's Average Monthly Employment 2009



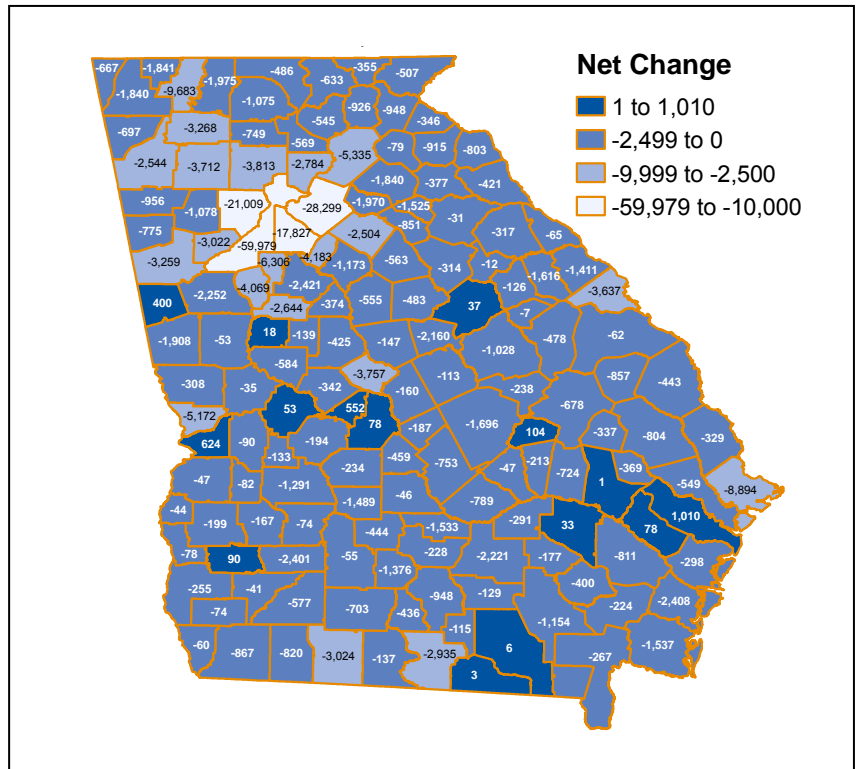
Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

- There are more people employed in each of the “top five” counties (Cobb, Chatham, DeKalb, Fulton and Gwinnett) than the total population counts of 142 Georgia counties.
- There are eight counties that have employment of 75,000 or more. There are 129 Georgia counties that have total populations of less than 75,000. The majority (63 percent) of counties (100 counties total) have employment less than 8,000.

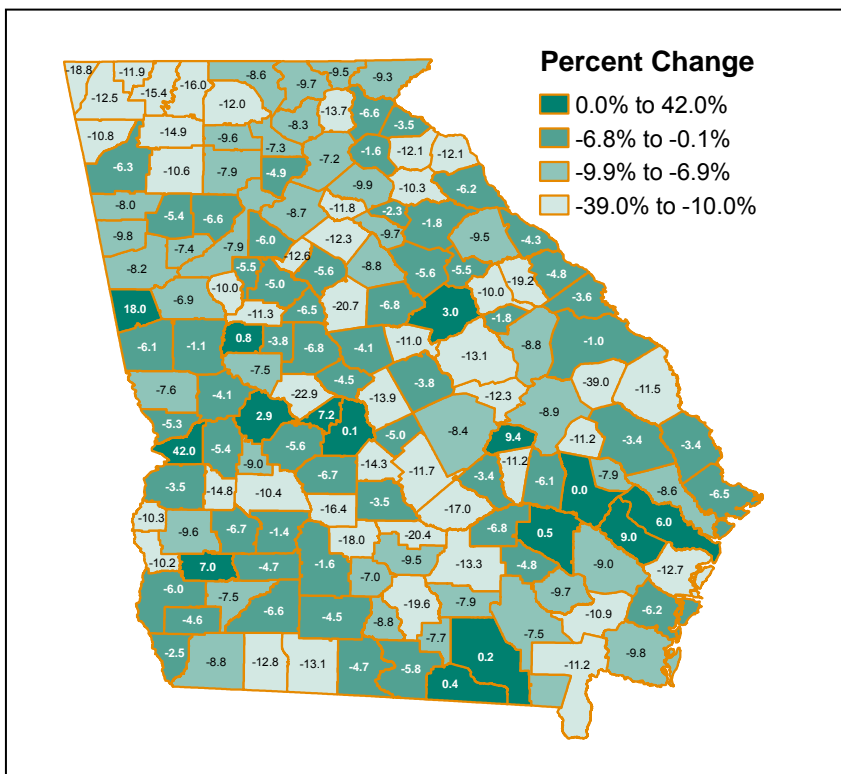


# Georgia's Employment 2007 - 2009

- Overall, the state has lost 279,768 jobs since 2007.
- While more than a third (36%) of Georgia counties experienced positive establishment change over the period of the recession, employment did not fare as well.
- Only fifteen counties (9%) posted positive employment change during the same period. The largest areas of loss occurred in four of the five counties which had the highest levels of employment.



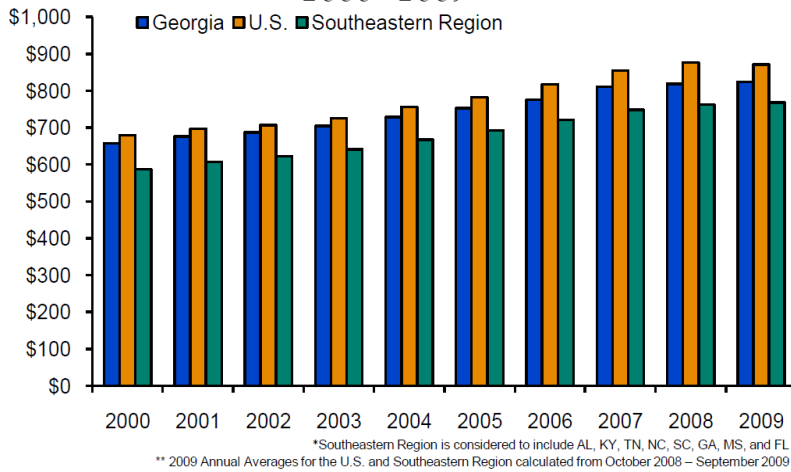
Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)



Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

- The fifteen counties posting positive employment change helped to partially offset the overall state job loss.
- The state average was a 6.9 percent decrease in employment. Eighty-seven counties were at or below this rate.
- Of note is the 42 percent increase in employment in Chattahoochee County, a 117 percent increase from 2008. This was a significant change for a county of this size.

### Average Weekly Wage Georgia, U.S., and the Southeastern Region\* 2000 - 2009\*\*



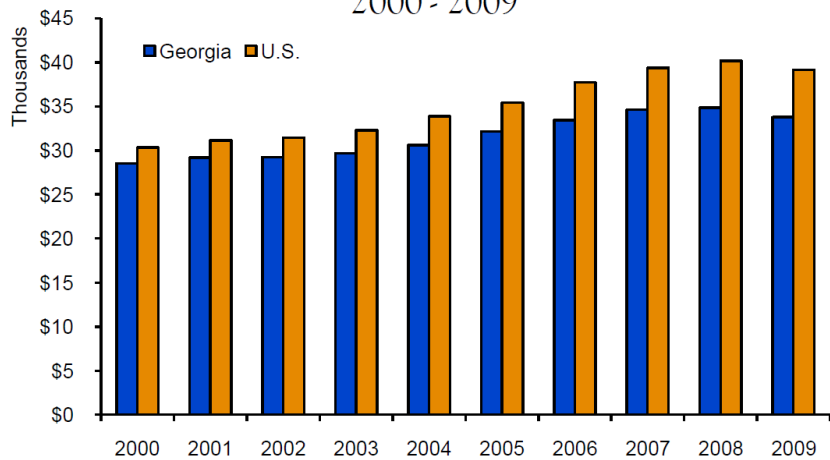
- Georgia's annual average weekly wage has compared favorably to the southeastern region but continues to trail national averages.
- Since 2000, Georgia's wage has increase by \$166 (or 25%), the southeastern region has increased by \$180 (or 31%), and the U.S. has increased by \$192 (or 28%).

Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

- In 2007, Georgia saw the highest single annual increase in average weekly wage in the decade, rising by \$35 (or 4.5%) over the previous year.
- From 2007 to 2009, Georgia's wage growth (2%) was comparable to the U.S. (2%) and southeast (3%), but the wage increase was only \$13, compared to \$16 and \$20 for the U.S. and southeast, respectively.
- Per capita income is an alternative method for measuring the wealth of people. Per capita income is calculated by dividing the total income of an area (state, country, county, etc) by the total population of that area (PCI = Total Income / Population).
- Georgia ranked 39<sup>th</sup> in the U.S. in per capita income for 2009.

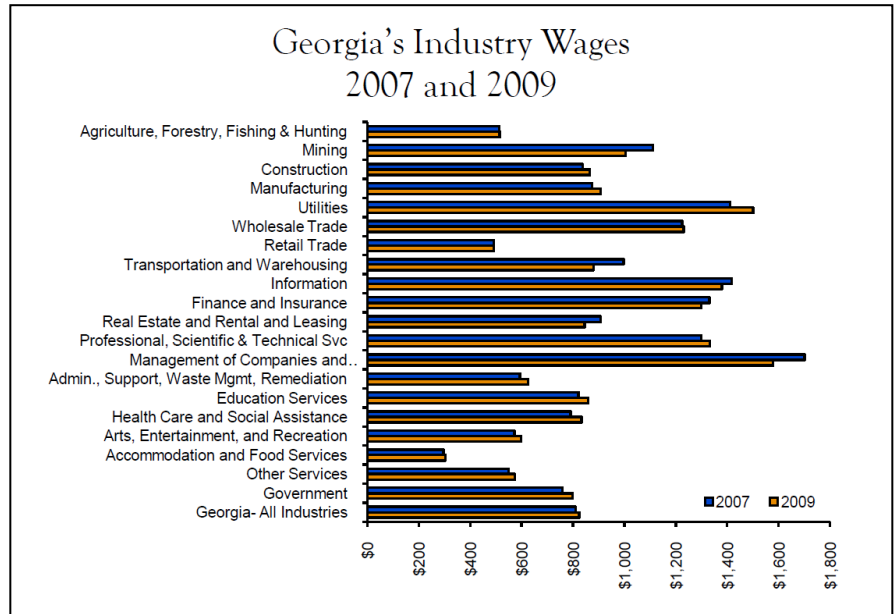
- The gap between the U.S. and Georgia's per capita income has increased from \$1,787 in 2000 to \$5,352 in 2009, the largest discrepancy on record.
- 2009 marked the first decrease in per capita income since 1954.
- This followed the highest recorded per capita income for Georgia in 2008 (\$34,849).

### Per Capita Income Georgia and U.S. 2000 - 2009



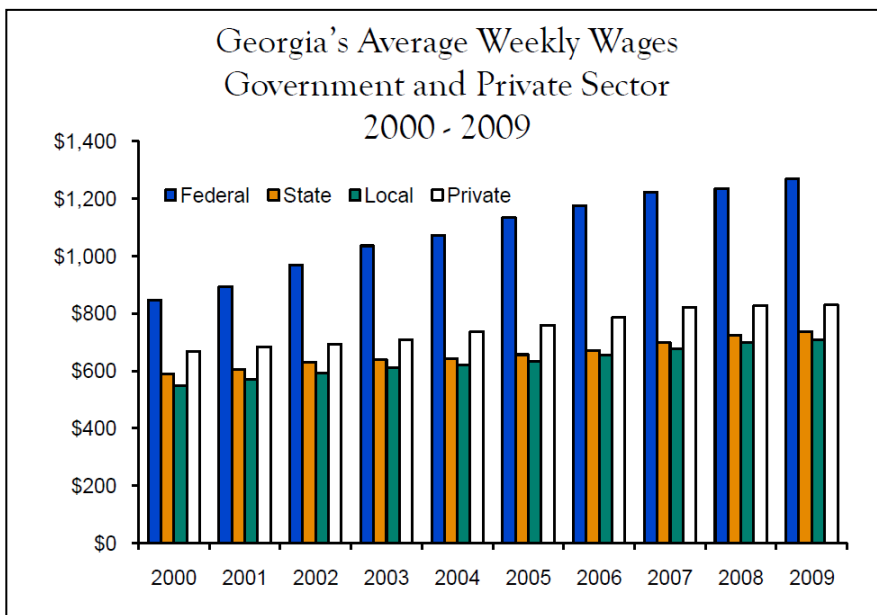
Data Source: Georgia Department of Labor, [Bureau of Economic Analysis](#)

- Since 2007, wages in Transportation and Warehousing have decreased by twelve percent, the most among all industry sectors.
- During the same time period, wages in Utilities have increased by 6.5 percent, the largest among all industry sectors.
- Construction and Manufacturing continued to lose jobs from 2007-2009, but wages grew by three and four percent respectively.



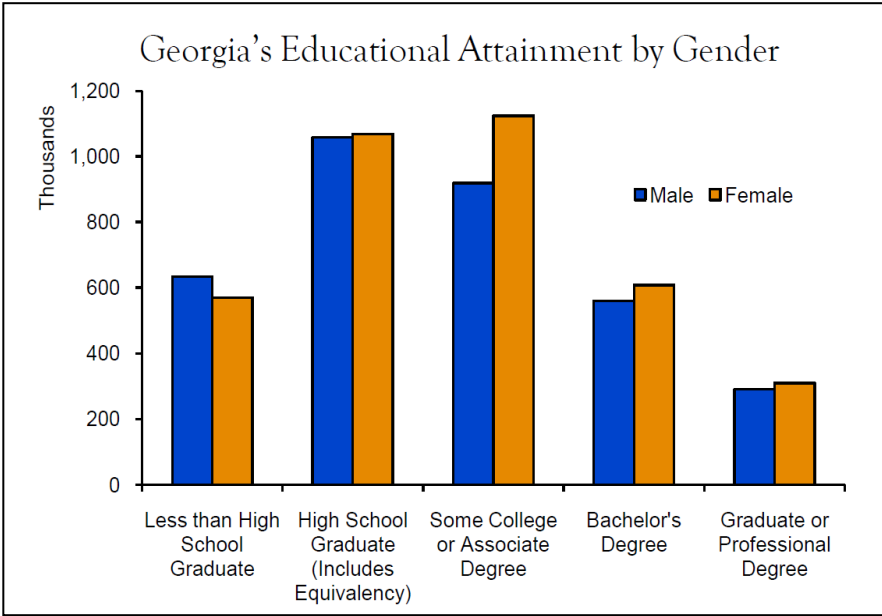
Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

- In 2009, goods-producing industries comprised fifteen percent of employment, with average wages of \$879 per week.
- Service-providing industries accounted for 67 percent of employment, with average wages of \$819 per week.
- Government comprised the remaining eighteen percent averaging \$798 per week.
- State government wages in Georgia have increased at a slower rate (25% since 2000) as compared to local (29%) and federal (50%), but each of the three has fared better than all private industries combined (24%).



Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

- Since 2007, Federal (4%), State (5%) and Local (5%) government wages have outgrown private industry wages (1%).
- Within the private sector in Georgia, goods-producing jobs have had higher average wages than have service-providing jobs.
- The difference between the two was \$15 in 2001 and has grown to \$60 in 2009.

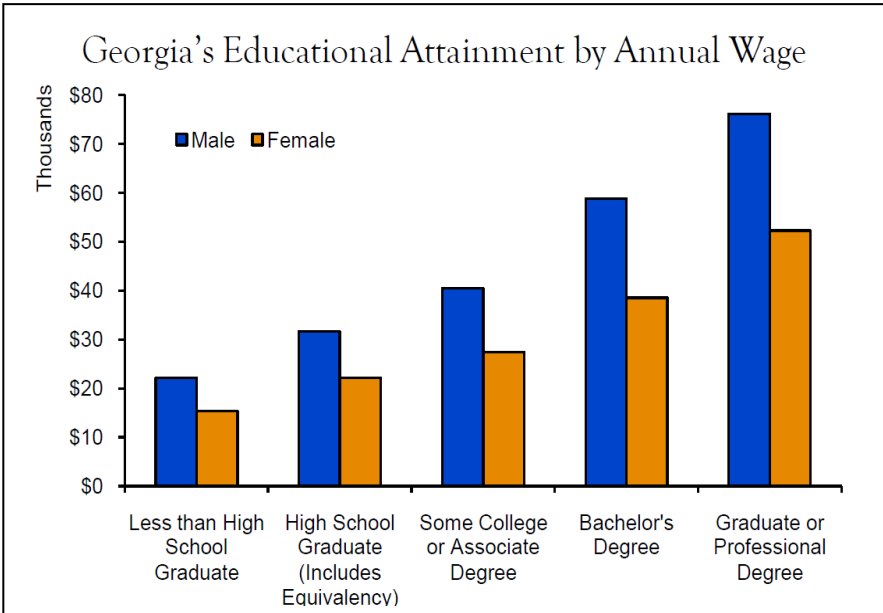


Data Source: [American Community Survey 2008](#)

- The American Community Survey takes into account all Georgian's that are eighteen years of age or older.
- Fifty-six percent of women and 53 percent of men over 25 years of age have attained some level of higher education.

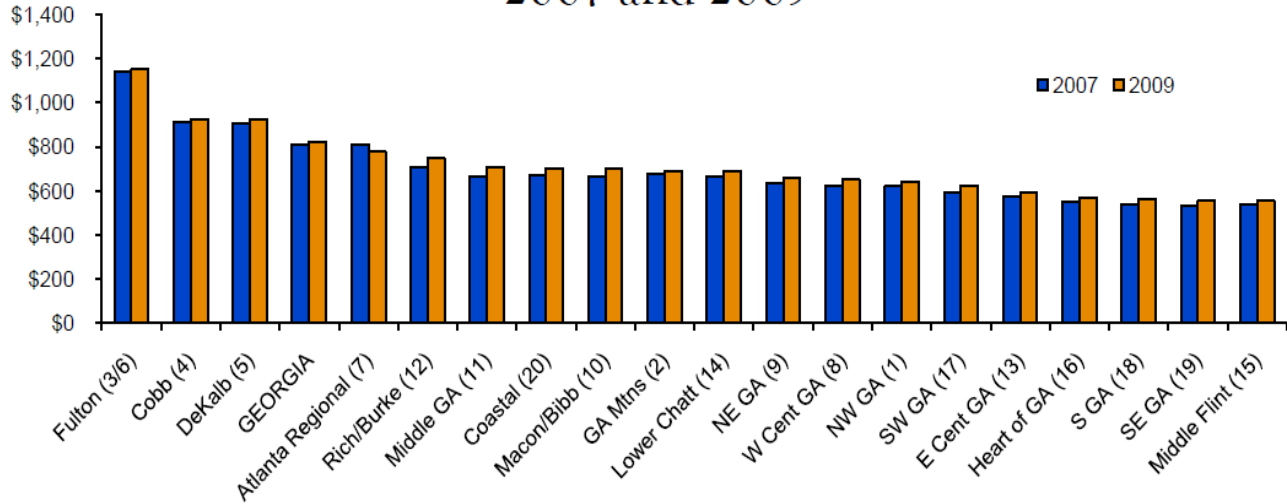
- The most educated age group in Georgia is between the ages of 35 and 44, where 90 percent of women and 85 percent of men have attained at least a high school diploma.
- Women in Georgia stay in school longer than men and enroll in and complete higher learning in greater numbers. This is especially true among the population between the ages of 18 and 44.
- The income gap between men and women increases in each educational category.
- Overall, regardless of education attainment, this amounts to \$11,000 more per year for men (\$39,600) versus women (\$28,600).

- The average annual wage for the population in Georgia over the age of 25 was \$33,300.
- Those with less than a high school diploma earn \$7,367 a year less than a high-school graduate and up to \$41,253 less than an individual with a graduate or professional degree.
- Over a 30-year period, that translates into total earnings lost ranging from \$221,000 to \$1,237,590.



Data Source: [American Community Survey 2008](#)

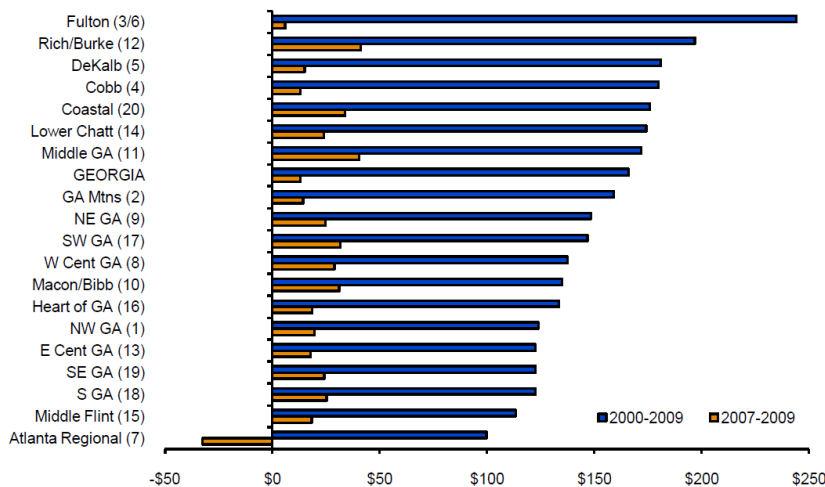
## Average Weekly Wage by WIA Area 2007 and 2009



Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

- Atlanta Regional was the only WIA area to see an overall decrease in average weekly wage from 2007 to 2009.
- Gwinnett and Clayton counties, the two biggest counties in the Atlanta Regional WIA area in terms of population, labor force, employment, establishments and wages were the only counties in that area to have wages decrease (\$-16.00 and \$-173 respectively).
- Middle Georgia WIA Area saw the largest percentage gain during this time, increasing its average weekly wage by over six percent.
- Only the Fulton (\$6.00) and Atlanta Regional (-\$32.50) WIA areas were below the statewide average wage increase of \$13.00 per week.

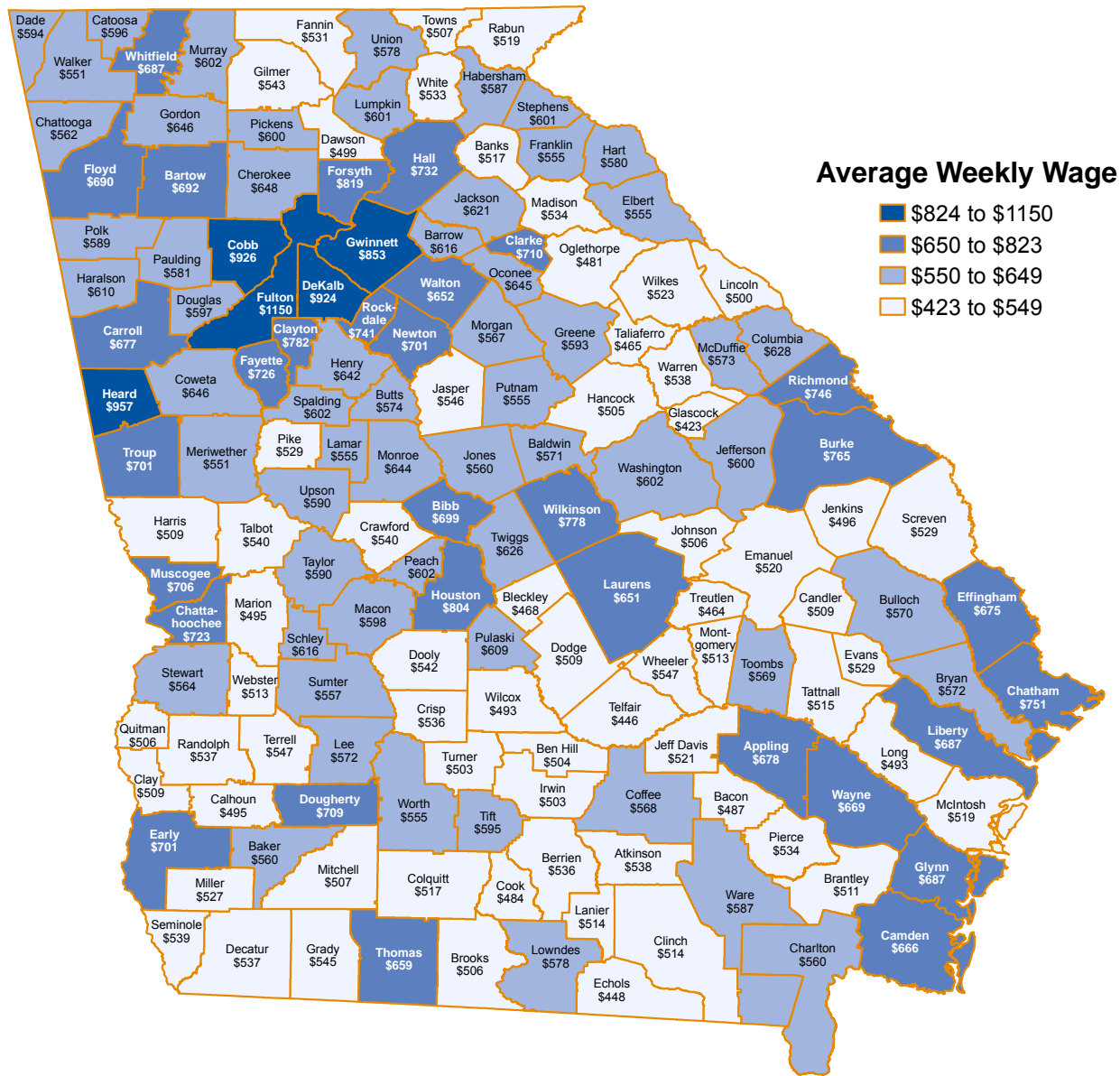
## Change in Average Weekly Wage by WIA Area 2000 - 2009 and 2007 - 2009



Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

- Statewide average weekly wage growth was equal to \$166 for the decade, representing a 25 percent increase since 2000.
- The Richmond/Burke WIA Area had the highest overall rate of increase in average weekly wages for the decade by gaining more than 35 percent over levels from 2000.

# Georgia's Average Weekly Wage 2009

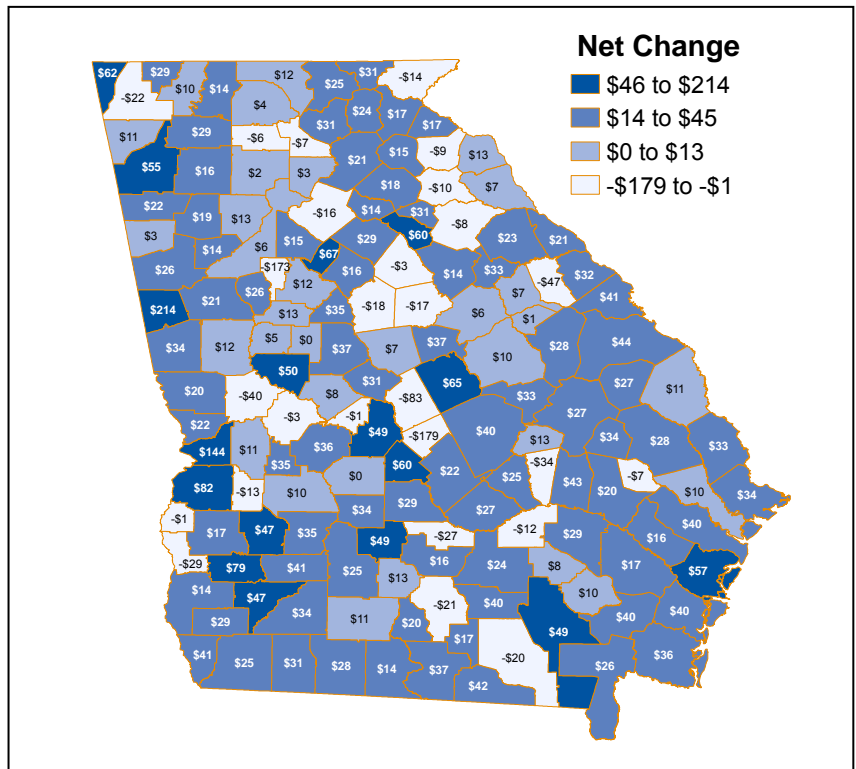


Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

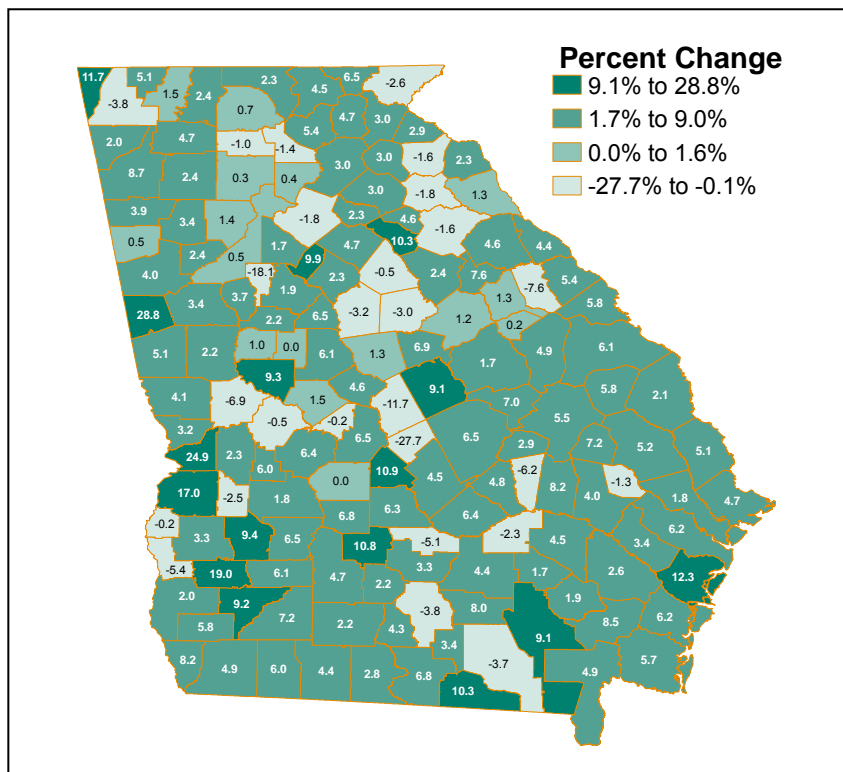
- The State average wage for 2009 was \$824 per week.
- Only five counties were above the state's average weekly wage in 2009: Fulton, Heard, Cobb, DeKalb and Gwinnett.
- Heard County (\$957), which had 152 establishments with 2,626 employees, ranked second behind Fulton County (\$1,150) in average weekly wages.

# Georgia's Average Weekly Wage 2007 - 2009

- From 2007 to 2009, the net change in the state's average weekly wage was \$13.00.
- There were 100 counties whose average weekly wages increased more than the state's average.
- Heard and Chattahoochee were the only counties that saw an increase of more than \$100 per week.
- Clayton County and Bleckley County were the only two that saw a decrease of more than \$100 in their average weekly wages.



Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)



Data Source: Georgia Department of Labor, [Quarterly Census Employment and Wages](#)

- From 2007 to 2009, the average statewide percent change was 1.6 percent.
- There were 43 counties below the state's average.
- Of these 43 counties, 27 had a negative change overall in their average weekly wage.
- Heard and Chattahoochee counties also had the largest percent increase in wage growth at 29 percent and 25 percent respectively.

## -Summary-

Over the past decade, Georgia and our nation has experienced two recessions, caused by the attacks on September 11<sup>th</sup>, the dot.com bust, and a housing crisis. To determine the impact of the nation's crises on the state, "*Georgia's Workforce: An Annual Report*" analyzed Georgia's population, labor force, unemployment insurance statistics, industry, and wages. In short, Georgia was able to grow in many areas throughout the past decade, but the events from 2000 to 2009, were too much for the state to sustain the level of economic growth it experienced throughout the 1990s.

One area in which Georgia grew was population adding 1,642,430 individuals during the decade finishing with a total population of 9,829,211. This represented a 20.1 percent rate of growth – which ranked fourth nationally in net population gain and percent growth rate. As Georgia grew, signs of its attractiveness to both domestic and international migrants were illustrated as 52 percent of Georgia's growth was attributed to immigration. This also contributed to Georgia's diversity, as the increase in minority groups outpaced that of whites. Over the decade, Georgia's white population increased at a rate of fifteen percent and African-Americans at 25 percent, while all other races combined grew by 62 percent. Hispanics (which can be a part of any racial group) grew at a rate of 88 percent. By 2009, Georgia had four counties ranked in the nation's 100 most populous counties and seventeen in the nation's 100 fastest growing counties with a population above 10,000 (more than any other state).

Georgia's civilian labor force also showed resilience by weathering many of the events of the decade. The state's civilian labor force topped 4.8 million individuals during 2008, the highest total ever recorded in Georgia. Although the decade ended with Georgia experiencing its first decline since 1991, the numbers continued to show Georgia as having one of the largest and most diverse labor forces in the nation. Conversely, as Georgia's labor force increased, so did its unemployment rate. While Georgia entered the decade with one of the nation's lowest rates at 3.5 percent- compared to the U.S. rate of four percent- by 2009 Georgia's unemployment rate of 9.6 percent had surpassed the U.S. rate of 9.3 percent.

Georgia's industry employment was one area that experienced significant ups and downs throughout the decade. Job growth occurred during the year 2000 and from 2004-2007, but employment declined during 2001-2003 and again in 2008-2009. Manufacturing and Construction were the two most recognized sectors to experience losses, accounting for 175,000 and 40,000 jobs, respectively. Education and Health Services was the only sector that was able to grow each year of the decade, gaining over 120,000 total jobs.

As Georgia experienced both the greatest of highs and lows throughout the decade, signs of Georgia's entrepreneurial spirit prevailed as Georgia gained over 43,000 new establishments and average wages rose throughout the decade. Wages and population were two areas analyzed for this publication to demonstrate how Georgia made positive gains even during these difficult times. Georgia's labor force and industry employment had mixed results, but as 2009 ended signs of Georgia's resiliency have once again emerged.



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